

IMPLEMENTATION PROGRESS EVALUATION PLAN

**MINNEAPOLIS POLICE DEPARTMENT
& THE CITY OF MINNEAPOLIS**

Original Submission: July 8, 2024

Revised: September 12, 2024

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Introduction

In compliance with paragraph 407 of the Settlement Agreement and Order (“Agreement”) dated July 13, 2023, in the matter captioned *State of Minnesota by Rebecca Lucero, Commissioner of the Minnesota Department of Human Rights, plaintiff vs. City of Minneapolis*, Court File No. 27-cv-23-4177 (Judge Karen Janisch), the Independent Evaluator (“IE”) submits this Implementation Progress Evaluation Plan (the “Plan”).¹

The Agreement identifies what the City of Minneapolis (“the City”) and the Minneapolis Police Department (“MPD”) must achieve to comply with the Agreement but not necessarily how to do it, or in what sequence. In other words, the Agreement is a requirements document not a planning document. Moreover, the Agreement contains many overlapping requirements. For example, some of the Agreement’s sections, captioned as Parts, are devoted to overarching practices such as policies and training, but other Parts that address practices also include policy and training requirements. Similarly, supervision requirements are embedded throughout various Parts of the Agreement.

The overarching purpose of this Plan is to align the Parties and the IE Team on the processes, sequence, and requirements the IE Team will be considering when evaluating the implementation of the Agreement and how implementation and compliance will be measured. This Plan is based on the IE Team’s 90-day assessment of the City’s and MPD’s operations related to the Agreement, including the progress they have made implementing the Agreement. Recognizing, however, the inherent limitations on forecasting a four-year implementation process, the IE Team reserves the right to modify this Plan in response to changed or unforeseen information, conditions, or developments, in consultation with the Parties. The IE Team will report any such changes to the Plan to the public.²

On behalf of the Implementation Team, we look forward to partnering with the City, the MPD, the Minnesota Department of Human Rights (“MDHR”), and the Minneapolis public to achieve the Agreement’s eagerly anticipated and laudable goals.

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Independent Evaluator
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Originally Submitted: July 8, 2024

Revised After Receiving Feedback From the Parties: September 12, 2024

¹ Paragraph 407 provides that the Plan shall be submitted within 90 days of the date the IE assumed duties. The IE’s contract was executed on March 18, 2024, which by agreement of the Parties constituted the date the IE assumed its duties. On June 17, 2024 the Court granted the Parties’ consent motion to extend the period for filing the Plan to July 8, 2024. A copy of the Order has been posted on the IE’s website.

² One foreseeable potential change that the Agreement anticipates is the entry by the City into a separate consent decree with the Department of Justice (“DOJ”). If such an agreement is reached its terms may affect the terms of the Agreement and/or the implementation plan. While that agreement is anticipated, the IE has insufficient information concerning the potential requirements of a DOJ consent decree to address in this plan.

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Plan Vision – Laying the Foundation for Sustained Compliance

Paragraph 407 requires the Independent Evaluator to “develop an Implementation Progress Evaluation Plan [“the Plan”] for the first four years of the Agreement,”³ which must:

- a. *Set forth a schedule of provisions to be evaluated during the first two years of the Agreement, including provisions not immediately due, but for which ongoing effort will be required to meet the terms of the Agreement. For all provisions of this Agreement for which a deadline is not otherwise specified, the Evaluation Plan will provide for a reasonable period for the City to adjust and refine its implementation methods for each section before evaluation begins;*
- b. *For each provision being evaluated, set forth the data or information that will be reviewed and the statistical methods, if any, that will be applied;*
- c. *Set forth the measures to be used to determine compliance, partial compliance, in progress status, or non-compliance;*
- d. *Clearly delineate how the requirements of the Agreement will be evaluated for Full and Effective Compliance, as defined in Paragraph 440, so that it is clear when and how Full and Effective Compliance may be achieved, including a general description of the methodology and whether any requirements will be evaluated collectively or separately;*
- e. *Provide a reasonable timeline and sequence for sharing the results of all Progress Reviews with the Parties, for review and comment, before sharing the Progress Review and the Parties’ comments on the Independent Evaluator’s website, including all source data and information, analysis, and a complete and detailed explanation of any conclusions;*
- f. *Clearly delineate the roles and responsibilities of the Independent Evaluator’s team members;*
- g. *Establish a method for communicating with the public and receiving public input, which will include at least in-person meetings every four months in different neighborhoods in the City;*
- h. *Establish a protocol for communication, engagement, and problem solving with the City, MPD, and MDHR; and*
- i. *Specify any documents that must be preserved pursuant to this Agreement beyond the requirements of applicable retention policies.*

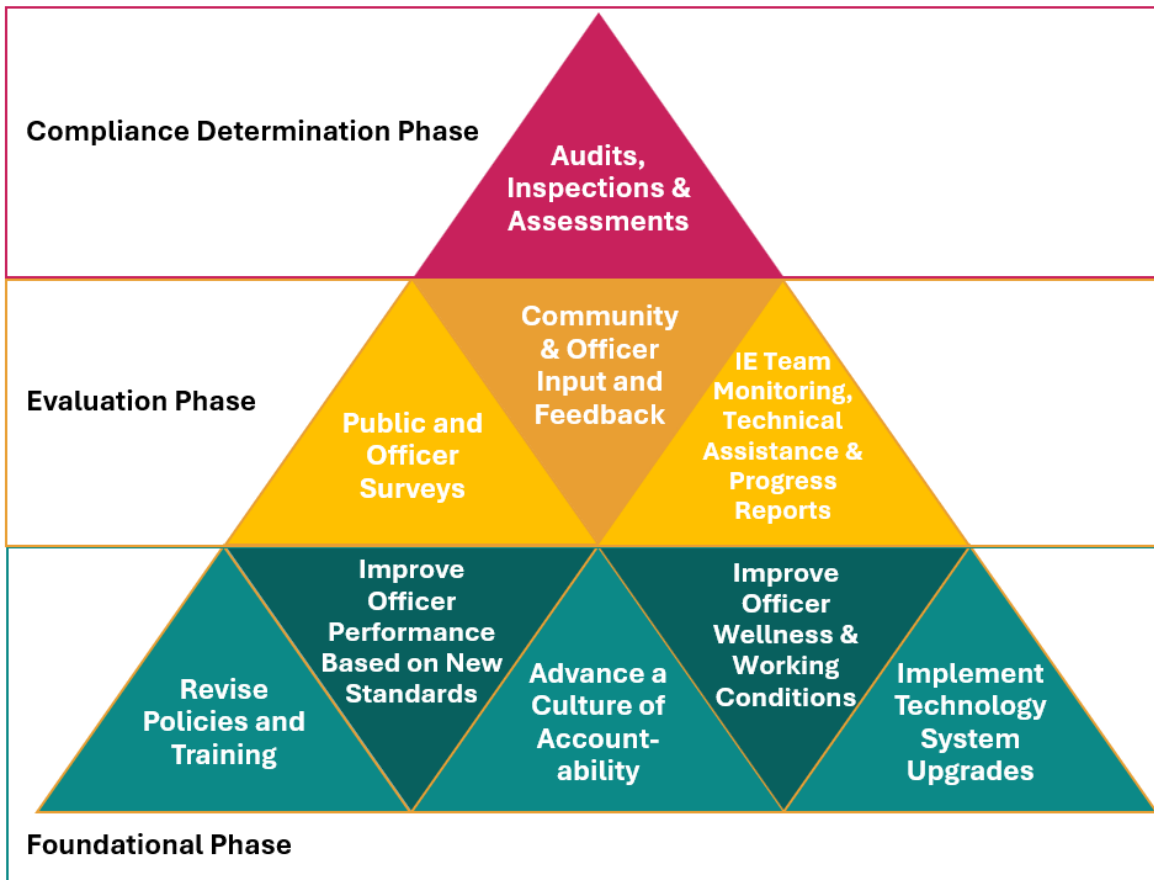
Consistent with the letter and spirit of paragraph 407, the Plan’s goal is to outline for the Parties and the public a clear, feasible, measurable, and sustainable path to evaluating the implementation of the Parties’ Agreement.

To achieve sustained compliance, the City and MPD must update policies and training to meet the standards and requirements outlined in the Agreement. MPD must also adopt procedures to ensure adherence to its updated policies; hold members accountable for complying with those policies in a fair, consistent, and equitable manner; recognize and reward exemplary behavior; and increase public transparency and accountability. Technology systems must also enable improved management, ensure compliance, and provide greater public accountability. Importantly, the City and MPD must also improve officers’ working conditions and enhance wellness resources to more effectively retain and attract qualified personnel. Once these activities are completed, the Parties and the public should expect to begin observing improvements in performance.

³ Agreement ¶407.

The IE Team’s assessment included a review of the substantial efforts and important accomplishments achieved by the City and the MPD prior to the IE Team’s appointment. Appendix A lists many of these accomplishments and next steps, as reported by the City.

The figure below illustrates the implementation and evaluation process as envisioned by the IE Team.



Successful implementation of the Agreement must first begin with the items listed in the Foundational Phase, which will be critical to the long-term sustainability of reforms. Based on the IE Team’s 90-day assessment and the City’s input, the IE Team expects many of the activities needed to complete the foundational phase to be achieved within the next two years. As foundational milestones are completed, the IE Team will begin auditing and evaluating the MPD to assess compliance. The IE Team’s evaluation will include (1) policy, procedure and training reviews, (2) assessment of reports and data, (3) inspections of MPD facilities, (4) audits of MPD activity, and (5) solicitation of feedback from MPD members and the Minneapolis community. The IE Team will then assess and report to the Parties and the Minneapolis community on compliance with the Agreement’s requirements. Finally, pursuant to the Agreement, the IE Team is prepared to provide technical assistance to the City and MPD to facilitate timely and efficient implementation when requested.

A. 407(a) - Projected Schedule of Provisions to Be Evaluated

407a. Set forth a schedule of provisions to be evaluated during the first two years of the Agreement, including provisions not immediately due, but for which ongoing effort will be required to meet the terms of the Agreement. For all provisions of this Agreement for which a deadline is not otherwise specified, the Evaluation Plan will provide for a reasonable period for the City to adjust and refine its implementation methods for each section before evaluation begins;

This section presents an overview of the principal changes that the City and MPD are expected to complete over the next four years. In the course of our evaluation, the IE team observed that the unanticipated length of time between the July 13, 2023 effective date and our appointment, created numerous practical implementation and reporting challenges. To better accomplish the Agreement’s overall purpose, which is to afford the parties meaningful oversight of the implementation, avail the Parties of the IE team’s expertise to facilitate implementation, and to promote public understanding of the implementation process, the IE Team recommended to the Parties that the Agreement’s Effective Date be modified to coincide with the IE Team’s appointment. The Parties have accepted this recommendation and have sought Court approval of this change. Accordingly, this Plan assumes that each evaluation year will begin on March 18 and identifies those provisions to be evaluated in each of the first two years, beginning March 18, 2024 and ending March 17, 2026, followed by the provisions to be evaluated during the subsequent two years.⁴ Appendix B provides the specific measures or criteria that will be applied to each paragraph of the Agreement to determine compliance.

i. Provisions to be Evaluated in Year One

The Parties and the IE Team have agreed to the following implementation priorities for year one. Completing these tasks will establish the foundation upon which to build sustained changes in practices, transparency, accountability, and culture that are the Agreement’s ultimate goals. They will also facilitate the IE Team’s ability to monitor and evaluate implementation.

a. *Body Worn Cameras and In-Car Cameras (Policies, SOPs, and Audit Functions)*

One of the core foundational requirements for monitoring, evaluating, and assessing compliance is the ability to view footage captured by MPD’s body worn camera (“BWC” or “BWCs”) system and In-Car Camera (“ICC” or “ICCs”) system. Camera video that captures the entirety of an encounter will facilitate the IE Team’s ability to evaluate MPD’s performance. While the MPD was an early adopter of BWCs and ICCs in the state of Minnesota, MPD has only recently begun adopting best practices for using BWCs and ICCs as audit and inspection tools to evaluate performance. Until recently, the MPD did not evaluate whether BWCs were being muted or temporarily deactivated during calls for service, nor were they evaluating whether activations were occurring in a timely manner

Year 1: March 2024 – March 2025

⁴ If the Court does not grant the approval, the IE Team will submit an amended plan.

(e.g., before arriving on-scene). MPD expressed that there had been staffing constraints that prohibited achieving a full audit program, but recent additions to the MPD Implementation Unit are expected to allow for these audit practices going forward.

By the end of year one, MPD will be expected to complete the following activities related to compliance with BWCs and ICCs (Part 6 of the Agreement):

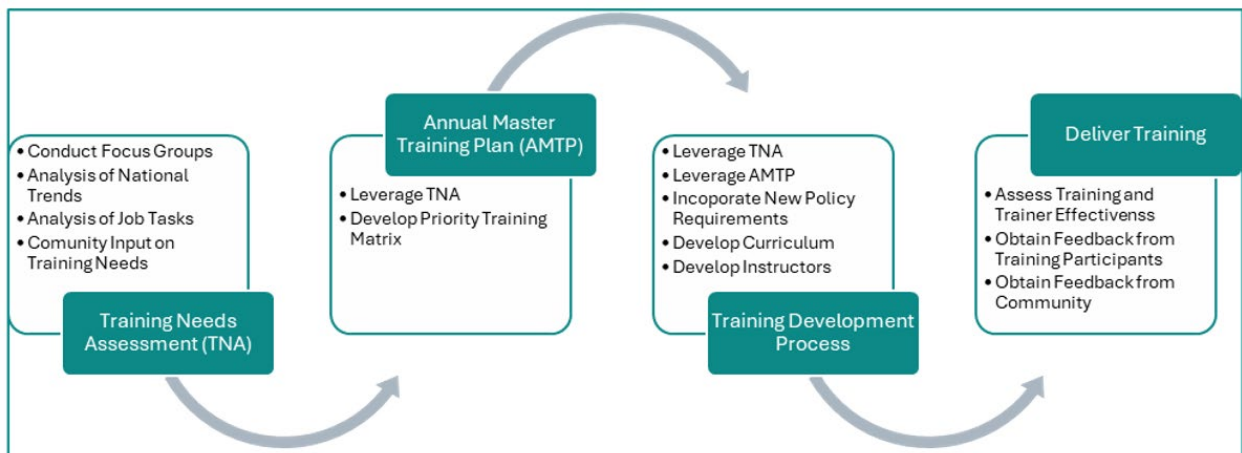
- Review and update BWC and ICC policies to ensure policies conform to Agreement requirements.
- Update Standard Operating Procedures (“SOPs”) for auditing BWCs and ICCs for compliance with activation policies in accordance with best practices.
- In coordination with the Parties, determine the appropriate disciplinary and non-disciplinary action(s) for MPD members that fail to comply with the BWC and in-car camera recording policies.

Beginning in 2025, the IE Team plans to review MPD’s activation audits to evaluate compliance with the BWC and ICC activation policies. By the end of year two, the IE Team plans to begin using BWC footage to evaluate of compliance with substantive policies, such as professionalism, stops, searches, citations, and arrests, use of force, and other practices within the scope of the Agreement.

b. Policies, SOPs, & Training

In year one, policy evaluation will focus on the four-core areas outlined in Part 2 of the Agreement but will also include other related topic areas (Accountability, BWCs, Engaging with Minors, Supervisory Duties, Critical Incidents, Field Officer Training, and Officer Support & Wellness).

MPD is also projected to complete a Training Needs Assessment (“TNA”) to inform the development of its Annual Master Training Plan (“AMTP”) for 2025, which is required by Part 7 of the Agreement. This diagram provides an overview of the training plan development process:



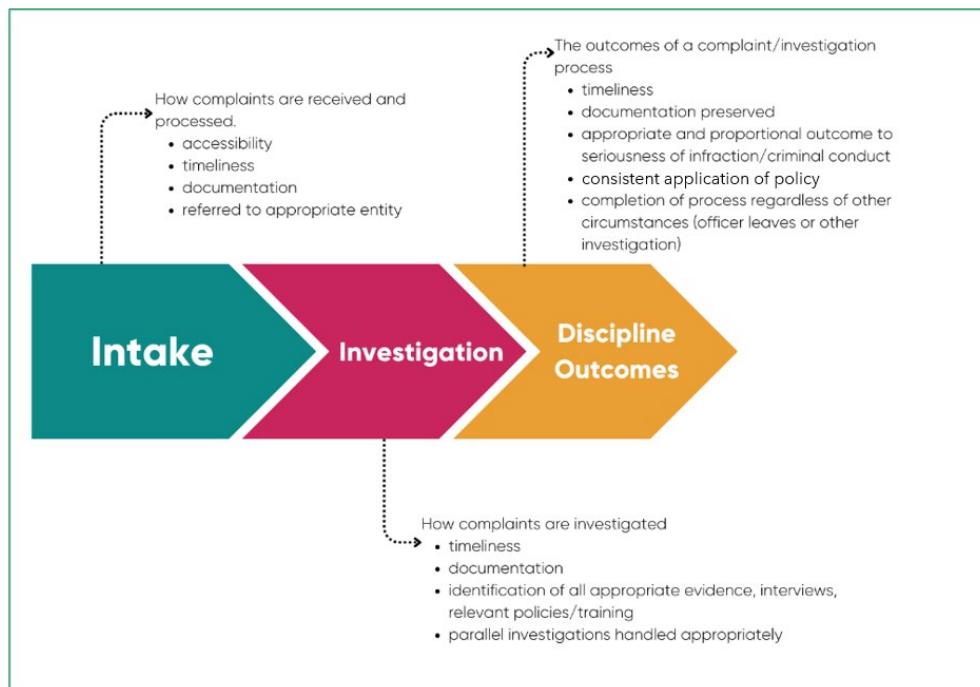
Based on MPD’s proposed timelines, the City and MPD are expected to complete the following policy and training updates before the end of year one:

Policies: <ul style="list-style-type: none"> • Mission, Vision, Values and Goals • Non-discriminatory policing • All use of force related policies • All stops, searches, citations and arrest policies • BWC and ICC policies • Internal Affairs & OPCR Policies • Disciplinary Matrix • Quarterly review panels • Engaging with Minors • Officer Wellness & Early Intervention • Field Training Officers 	SOPs: <ul style="list-style-type: none"> • BWC and ICC audit SOPs • SOPs used for IA and OPCR Investigators • Early Intervention System
	Trainings: <ul style="list-style-type: none"> • Engaging with Minors • Crisis Intervention Refresher Training • Supervisor/Leadership Training

c. Accountability

New policies and new training must be accompanied by an accountability system that ensures officers adhere to the updated standards. The IE Team is prepared to provide technical assistance, as agreed by the City, to ensure updates to policies and SOPs related to accountability topics are sufficient and that backlog misconduct cases are being resolved objectively, fairly, and appropriately.

The diagram below shows the general stages of the misconduct complaint process and the considerations given for how each stage will be reviewed for compliance.



In year one, the principal focus related to accountability (Part 10 of the Agreement) will be eliminating the Internal Affairs (“IA”) and Office of Police Conduct Review (“OPCR”) investigations backlog, revising policies and SOPs related to IA and OPCR and evaluating the complaint intake process. Policy revisions for IA and OPCR will also include updates in 2025 to the disciplinary matrix, which is used to standardize outcomes for sustained complaints that have similar circumstances.

In addition, the IE Team will observe the Quarterly Review Panel process (as outlined in Part 11 of the Agreement) to evaluate the quality of the reviews and identify ways the review process may be improved.

d. Officer Support and Wellness

In year one, the IE Team will only focus on evaluating MPD’s support of officer wellness topics (Part 8) under the following four topics: policy development, officer wellness services, Early Intervention System (“EIS”), and MPD’s facilities, equipment, and non-database technology plan.

The IE Team surveyed Precinct conditions during the 90-day review period and observed that there are numerous improvements that should be made to provide better working conditions for officers. While some items will require significant time and substantial financial investment, other items can be addressed immediately, at minimal cost, and can greatly improve working conditions for MPD members, such as improvements to cot rooms, wellness/de-escalation space, break rooms, space for nursing mothers and identified facility health/cleanliness concerns. The IE Team has requested the City and MPD to make addressing these issues a priority.

The City and the MPD submitted a first draft of the Equipment, Technology and Facilities Response Plan to address working conditions as required by paragraph 248. The IE Team and MDHR evaluated this draft and provided feedback. The IE Team projects that this plan will be revised and resubmitted for review in September 2024.

The City and the MPD have begun the initial phases of EIS implementation. They are expected to complete general requirements gathering and planning efforts by the end of year one. MPD anticipates launching Phase 1 of the EIS in mid-2025. The IE Team will monitor overall implementation efforts until the system is fully operational.

MPD is planning to issue a request for proposals (“RFP”) in year one to contract a vendor to continue providing wellness services for MPD employees. The IE Team will review the RFP requirements to ensure they align with the requirements outlined in Part 8 of the Agreement.

e. Supervision

Close and effective supervision is essential to successfully implementing and maintaining change. Throughout the Agreement, there are multiple instances where supervisors are assigned key roles in monitoring and improving officer performance and conduct. Beginning in year one and continuing through the Agreement’s term, the IE Team will meet with lieutenants and sergeants to review their understanding of the Agreement generally and their responsibilities ensuring close and effective supervision of their subordinates.

ii. Summary of Year One Implementation Goals

<ul style="list-style-type: none"> • Substantial progress toward or complete elimination of the IA/OPCR backlog • Increased ability to observe officer performance through BWCs and ICCs • Completion of Equipment, Technology, and Facilities Response Plan • Commencement of improvements to precinct facilities • Launch of IE Team website (currently available at www.elefamn.org) • Publication of Community Map • IE Team public quarterly meetings and publication of Semi-Annual Reports • Completion of Data Systems Plan • Completion of first Annual Master Training Plan and Training Needs Assessment 	
<p>Compliant Policies for:</p> <ul style="list-style-type: none"> • Mission, Vision, Values and Goals • Non-discriminatory policing • All use of force related policies • All stops, searches, citations and arrest related policies • BWC and ICC policies • Internal Affairs & OPCR Policies/Disciplinary Matrix • Quarterly review panels • Engaging with Minors • Field Training Officers • Officer Wellness & Early Intervention 	<p>Compliant Trainings for:</p> <ul style="list-style-type: none"> • Engaging with Minors • Crisis Intervention refresher training • Supervisor/Leadership Training

Year 1: March 2024 – March 2025

iii. Provisions to be Evaluated in Year Two

The IE Team will focus on the following tasks for year two, which will continue building the foundation essential for the IE Team to commence activities related to compliance evaluations and assessments.

a. Policies/SOPs & Training

In year two, the following policy updates are scheduled to be completed, based on the timelines provided by MPD. In addition, training on policies expected to be completed in year one is anticipated to be completed in year two.

Policies: <ul style="list-style-type: none"> • Critical incidents • Supervisor duties/responsibilities • Performance evaluations • Social media use 	Training: <ul style="list-style-type: none"> • BWC and ICC policies • All use of force policies • Stops, Searches, Citations and Arrests • All non-discriminatory policing related policies • Internal Affairs & OPCR Policies/ Disciplinary Matrix • Crisis Intervention (MECC & MPD) • Officer Support and Wellness policies • Early Intervention System • Critical Incidents • Supervisor duties/responsibilities • Field Training Officers
SOPs: <ul style="list-style-type: none"> • Performance Evaluations 	

b. Data Systems

The Data Systems Plan will guide the order in which new systems, upgrades to existing systems, and the integration of new database tools to connect systems will be implemented.

Based on information reported by the City and the MPD, the new systems specific to MPD operations that are expected to be brought online in year two include:

- IA Misconduct Case Management System.
- OPCR Misconduct Case Management System.
- Use of Force Reporting Module.
- Vehicle Pursuit Module.
- Phase 1 of the Early Intervention System (September 2025).
- Full Implementation of the Early Intervention System (March 2026).
- Public Facing Dashboards.

Systems used to document police interactions (e.g., police reports, stops, searches, arrests, citations, etc.) will be evaluated by the IE Team to determine whether they capture all required information by the Agreement. Any gaps will be identified so that modifications to existing systems can be made fully compliant with Agreement requirements.

The IE Team anticipates that the City will be able to update its publicly available MPD activity dashboards, as required under Part 11, in year two and that the IE Team will evaluate them to verify that all required data is displayed accurately and in a user-friendly format.

c. Officer Wellness

With the completion of the Equipment, Technology, and Facilities Response Plan anticipated in year one, the expectation is that all projects listed in the plan that are scheduled for years one or two will have been completed by the end of year two. Additionally, the IE Team will solicit feedback from officers on their use of wellness resources and the EIS phase 1 deployment to evaluate these programs' efficacy. MPD and the City are also projected to complete the Employee Support Plan in September 2025 and implement this Plan as outlined in ¶256 by the end of year two.

d. Mental Health Response

In year two, the Crisis Intervention policy revisions and departmental training are expected to be completed. MPD is also expected to outline ways to enhance coordination with the current vendor providing non-police-based response to incidents involving someone who may be experiencing a behavioral/mental health crisis and to identify gaps and consider best practices for response that may require police presence.

The IE Team will evaluate how the Minneapolis Emergency Communications Center (“MECC”) manages 911-call diversion strategies to fully maximize the use of non-police responses where appropriate. The IE Team will also evaluate MECC policies and procedures, its quality assurance process, and its training related to crisis intervention.

e. Audits

The purpose of audits under the Agreement is to measure compliance with the Agreement's requirements. Consequently, the IE Team will plan to conduct audits after MPD has updated policies and completed required training on the Agreement's elements. The IE Team anticipates commencing audits three to six months after department-wide training is completed on that topic but will make this decision in consultation with the parties. Subsequent audits will be scheduled in response to the prior audit's findings. For example, for areas that demonstrate a high degree of compliance there will likely be a longer interval between audits, but audits that reveal a low level of compliance may require more frequent audits over shorter durations to spur progress.

Based on the timetables provided by MPD for training, the IE Team anticipates beginning to audit the following topic areas related the Agreement near the end of year two:

- Non-Discriminatory Policing
- De-Escalation / Peer Intervention
- Misconduct
- Use of Force
- Stops/Searches/Arrests/Citations
- Engaging with Minors
- Crisis Intervention

The IE Team will also perform audits independent of Agreement-specific policy revisions or training but nevertheless important for supporting compliance assessments. For example, in year two, the IE Team anticipates that it will begin audits of body worn and in-car camera activation and usage.

f. Independent Evaluator Activities

By the end of year two, the IE Team will also have completed the following tasks related to Part 12 requirements:

- Quarterly public meetings: The IE Team will continue to hold in-person quarterly public meetings to discuss the level of progress on the Agreement.
- Annual community evaluation survey: The IE Team will oversee conduct of the required community evaluation survey to gauge sentiment on the MPD and general awareness of the reform efforts.

iv. Summary of Year Two Implementation Goals

<ul style="list-style-type: none"> • Continued implementation of Equipment, Technology, and Facilities Response Plan • Continued implementation of Database Systems Plan • Implementation of Employee Support Plan • Improvements to public facing data dashboards • Completion of annual community evaluation survey and officer survey • IE Team Public Quarterly Meetings and Publication of Semi-Annual Reports • IE Team begins audits on the following topics: <ul style="list-style-type: none"> ➤ Non-Discriminatory Policing ➤ De-Escalation / Peer Intervention ➤ Misconduct ➤ Use of Force ➤ Stops/Searches/Arrests/Citations ➤ Engaging with Minors ➤ Crisis Intervention 	
<p>Compliant Policies for:</p> <ul style="list-style-type: none"> • Crisis Intervention • Critical incidents • Supervisor duties/responsibilities • Early Intervention System • Performance evaluations • Social Media Use 	<p>Compliant Trainings for:</p> <ul style="list-style-type: none"> • BWC and ICC policies • All use of force policies • All non-discriminatory policing policies • All stops, searches, citations and arrest policies • Supervisor duties/responsibilities • Internal Affairs & OPCR Policies • Disciplinary Matrix • Crisis Intervention (MECC & MPD) • Critical Incidents • Officer Support and Wellness policies • Early Intervention System • Performance Evaluations
<p>Data System Enhancements:</p> <ul style="list-style-type: none"> • IA & OPCR Misconduct Case Management System(s) • Use of Force Reporting Module • Vehicle Pursuit Module • EIS Phase 1 Implementation • EIS Full Implementation 	

v. Activities in Year Three and Year Four

The IE Team has an obligation to update this Implementation Plan after two years (throughout March 2026) after which point the IE Team’s activities will begin to include:

- Assessing progress under the Implementation Plan, adjusting deadlines as appropriate, and identifying modification to the Agreement that may be warranted.
- Completing audits, inspections, and evaluations of MPD officer activity as specified in the Agreement.
- Receiving public input on implementation through quarterly, in-person meetings.
- Conducting annual community evaluation surveys and officer surveys.
- Posting to its website reports, notices and other information concerning implementation, as required or permitted under the Agreement.

a. Annual Policy Reviews

Part 2 outlines requirements for completing annual policy reviews to verify that new policy updates subject to the Agreement are having their intended effect and outcomes. In years three and four, the IE Team will monitor progress in the policy review and amendment process and provide technical assistance to this process as may be requested by the MPD.

b. Officer Wellness and Data Systems

By the end of 2027, the IE Team would anticipate the full implementation of the Equipment, Technology and Facilities Response Plan and the Data Systems Plan, which are designed to provide officers with improved working conditions and modern technology systems that will improve their productivity and enhance overall transparency of MPD operations.

Full implementation of the Early Intervention System is also anticipated by the end of 2026, which will provide supervisors with enhanced tools for supervision and position the department to be more responsive to officers in need of wellness resources. The IE Team will evaluate the EIS system, once fully implemented, to verify that all capabilities required under the Agreement are functional. Any gaps will be identified so that modifications can be developed to make EIS fully compliant with Agreement requirements.

vi. Summary of Years Three and Four Implementation Goals

- Complete required policy drafting, updates, and training, if and as necessary
- Complete Implementation of Equipment, Technology and Facilities Response Plan
- Complete Implementation of Data Systems Plan and EIS
- IE Team tasks
 - Audit compliance with all Parts of the Agreement
 - Complete two-year Implementation Plan Review
 - Continued quarterly meetings and publication of Semi-Annual Reports
 - Continue annual community evaluation surveys

B. 407(b) – Data and Information to Be Reviewed

407b. For each provision being evaluated, set forth the data or information that will be reviewed and the statistical methods, if any, that will be applied;

The IE Team reserves the right to review all data sources relevant to evaluating compliance in any systems of record used by the MPD or the City to record and manage officer activity. This includes, but is not limited to:

- Policies, SOPs, and any new policy management system that MPD may implement.
- Training documents (needs assessment, curriculum, lesson plans, training attendance records, training evaluations, training feedback forms, etc.).
- Performance evaluations.
- Data from City’s data systems (as it becomes available).
- Police reports (incidents, arrests, uses of force, etc.).
- Body worn and in-car camera footage.
- MPD audit reports.
- Public comments and feedback.
- Third-party documents.
- MPD documents.
- Other documents or formal submissions provided by the City in response to the Settlement Agreement requirements.

The IE Team will also audit MPD’s performance in two ways; direct observation audits and statistical audits

1. **Direct observation audits.** These audits will be used for activities that can be assessed either through direct review of systems of record or video footage from BWCs, such as: use of force, stops, searches, citations, arrests, or body worn and in-car camera usage. Direct observation audits will be conducted on a statistically valid sample, unless otherwise agreed by the Parties and the IE Team. The IE Team will draft and review its proposed audit methodology with the Parties prior to conducting the audit and work collaboratively with the Parties to achieve agreement concerning the audit methodology.
2. **Statistical audits.** These audits will be used where compliance may not reasonably be measured by direct observation. Discriminatory policing is one example where a statistical audit is likely to be used, to infer whether officer activity or departmental outcomes have measurably changed over a duration of time.

For purposes of determining compliance, the IE Team will use audit methodologies that produce statistically valid results, unless the IE Team and the Parties agree that a statistical analysis is unnecessary or impractical. In such instances, the IE Team will adopt a methodology adequate to measure compliance with the reference requirement. Before initiating an audit, the IE Team will provide its proposed audit methodology to the Parties and afford them an opportunity to comment and propose changes.

In addition to primary data sources from the City/MPD and IE Team audit results, the IE Team may also use the following external data and information sources to evaluate compliance:

- Community evaluation survey data
- Direct input and feedback from the public (through meetings, interviews, and online submissions)
- Third-party information and best practices from other police agencies relevant to assess MPD's policies and practices

C. 407(c) – Measures to Determine Compliance Status

407c. Set forth the measures to be used to determine compliance, partial compliance, in progress status, or non-compliance;

As a general matter, the IE Team will assess compliance based on the answers to the following questions (where applicable):

- Has the MPD adopted an approved policy that meets the requirements of the Agreement?
- Has the MPD provided approved training that meets the requirements of the Agreement?
- Have the City and MPD met the Agreement's deadlines?
- Has the City committed adequate financial support to not only achieve, but sustain compliance?
- Has the City and/or MPD assigned sufficient personnel to sustain compliance?
- Do audits show that MPD members comply with the policy?
- Do audits demonstrate that supervisors are monitoring whether their subordinates comply with applicable law, the Agreement, and MPD policy?
- Are MPD members sufficiently held accountable where there is non-compliance with law, the Agreement, and MPD policy?
- Has MPD complied with the Agreement's performance evaluation requirements?
- Has the City and/or MPD meaningfully met the Agreement's requirements for public input, engagement, and meetings?
- Has the City satisfied the Agreement's facilities and equipment plan requirements?
- Has the City satisfied the Agreement's data systems and analyses requirements?
- Are there enough observable encounters to find compliance?
- What are the results of the required community evaluation surveys?
- What are the results of any MPD officer surveys?
- Has the City complied with the Agreement's requirements for soliciting and addressing officer and public feedback?
- Has the City complied with the letter and spirit of the Agreement?

The IE will also use measures specific to the requirements of each of the Agreement's Parts. Examples of Part-specific measures that will be reviewed include, but are not limited to:

Policies

- MPD's and the City's compliance with public input requirements.

Non-Discriminatory Policing:

- Comparative review of use of force data, stop/search/arrest data.
- Outcome of procedural justice audits.

Use of Force:

- Evaluation of Force Investigations Team effectiveness.
- Incorporation of de-escalation and peer intervention in policies, training, supervision, and accountability.
- Review of the effectiveness of supervisory review of force incidents.

Training:

- Review of Annual Master Training Plan and Training Needs Assessment.
- Review of instructor selection process and curriculum development.
- Verification that Learning Management System capabilities comply with the Agreement.

Officer Support and Wellness:

- Implementation of the Early Intervention System.
- MPD's communication of its officer wellness support resources.
- Peer support and critical incident response data and protocols.
- Officer feedback concerning wellness related services, equipment, technology, and facilities.
- Review of data on regular hours worked and hours of overtime worked.

Mental and Behavioral Health Crisis Support:

- MECC and MPD calls for service / computer aided dispatch data.
- Selection, onboarding, and performance of mental health providers.
- Feedback from community organizations, advocates, and individuals with lived experience related to mental health support and crisis response.

Accountability and Oversight:

- Progress on misconduct investigation backlog elimination.
- Evaluation of IA/OPCR quality assurance units and investigator training.
- Review of complaint intake process, including "secret shopper" audits.

Data Systems, Analysis, and Transparency:

- Review of Quarterly Review Panel Process.
- Implementation of the Data Systems Plan and financial support for IT initiatives.
- Review of Record Management System, Misconduct case management system, and Data dashboards.

D. 407(d) – Methodology for Evaluating Full and Effective Compliance

407d. Clearly delineate how the requirements of the Agreement will be evaluated for Full and Effective Compliance, as defined in Paragraph 440, so that it is clear when and how Full and Effective Compliance may be achieved, including a general description of the methodology and whether any requirements will be evaluated collectively or separately;

The Agreement’s requirements will be evaluated for Full and Effective Compliance based on an assessment of the foundational elements: policies, training, implementation, supervision, accountability, and transparency.

Consistent with the schedule set forth in the previous sections, the IE Team will monitor the City’s and MPD’s implementation of the Agreement’s requirements, provide Technical Assistance as agreed upon with the City, audit implementation and outcomes as required by the Agreement and as set forth in this Plan, and report to the Parties, MPD members, and the public concerning the progress toward and status of compliance.

While this Plan sets forth an overview of the IE Team’s evaluation of the implementation process, to include, for example, targets for adopting revised policies and conducting updated training, there are numerous discrete tasks necessary to implement the Agreement. MPD has developed a project management platform that the IE Team has agreed to use to help the Parties track and communicate the implementation and compliance evaluation process. That platform lists all paragraphs of the Agreement, and for each, is capable of documenting implementation status, next steps, deadlines, and other pertinent information. The Parties have been and will continue to meet regularly, using the project management platform to plan, coordinate, and document implementation progress and status as needed.

Requirements for each paragraph will be evaluated individually by the IE Team. Given the many interrelated requirements across the Agreement, however, audits may evaluate multiple related elements collectively as determined by the IE Team in consultation with the Parties.

Paragraph 440 defines “Full and Effective Compliance.”

440. To achieve “Full and Effective Compliance,” the City and MPD must demonstrate by a preponderance of the evidence that they have, for the period stated below, demonstrated sustained compliance by incorporating all requirements of this Agreement into policy, trained relevant personnel as necessary to fulfill their responsibilities pursuant to the requirements, and held employees accountable for carrying out the requirement in practice. The City and MPD are not required to satisfy a specific numerical test to demonstrate Full and Effective Compliance so long as they demonstrate substantial adherence to the requirements, continual improvement, and they have met the overall purpose of the Agreement’s provisions. Non-compliance with mere technicalities, or temporary or isolated failure to comply during a period of otherwise sustained compliance, will not constitute failure to achieve or maintain Full and Effective Compliance. At the same time, temporary compliance during a period of otherwise sustained non-compliance will not constitute Full and Effective Compliance with this Agreement.

As a governmental agency charged with protecting public safety, obligated to respect constitutional rights and abide by applicable law, and authorized to use deadly force, the MPD should set and hold itself to high performance standards, and the public deserves nothing less. Thus, it is reasonable to expect that the MPD perform at an “A” grade level (95% compliance). At the same time, demanding perfection (100% compliance) can be both unfair and unrealistic. Quite simply, some requirements are more consequential than others and a consistent 95% compliance level may be unrealistic. Moreover, the Agreement does not require the City and MPD to satisfy a specific numerical test to demonstrate Full and Effective Compliance, so long as they demonstrate substantial adherence to the requirements, continual improvement, and they have met the overall purpose of the Agreement’s provisions.⁶

For these reasons, while numerical standards will be one tool used to assess compliance, the IE Team may also determine compliance based on relevant, objective, and realistic criteria to include the following considerations (where applicable):

- The extent to which compliance with a requirement has been demonstrated and sustained across multiple audits.
- Whether any non-compliance also violates applicable law.
- The extent to which any non-compliance affects safety.
- Whether any non-compliance undermines a core purpose, principle, or Part of the Agreement.
- The impact of any non-compliance on the public and officers.
- Whether any non-compliance is systemic.
- Whether any non-compliance is limited to one or a few of the Agreement’s requirements.
- Whether the non-compliance is department wide or limited to certain precincts, groups, or officers.
- Whether the non-compliance is attributable to recurring entities, units, or individuals.
- Whether the MPD can demonstrate effective corrective action was taken in response to identified non-compliance.
- The extent to which the City and/or MPD can control the factors necessary to achieve compliance.
- Whether compliance has improved over time and is likely to continue improving after the Agreement is terminated.

⁶ Pursuant to Paragraph 440.

Compliance Status will be evaluated at the paragraph level and Part level according to the following categories:

Compliant. All material elements of the requirement (paragraph or Part) have been sustainably implemented.
Partially Compliant On-Track. One or more material elements of the requirement have been sustainably implemented and MPD is progressing toward compliance consistent with this Implementation Plan, as may be modified by the Parties
Partially Compliant Off-Track. One or more material elements of the requirement have been sustainably implemented but MPD is not progressing toward compliance consistent with the Implementation Plan, as may be modified by the Parties.
At Risk. The status indicates that MPD is facing the prospect of either not making further progress or becoming non-compliant.
Non-compliant. No elements of the requirement have been sustainably implemented.
Not yet measured. The IE Team has not yet assessed compliance with the requirement.
Not applicable. This would apply to requirements that have been eliminated, rendered moot, or are no longer operative.

Throughout the implementation process, the IE Team will ensure that expectations for compliance shall be understood by all Parties. Should additional information come to light that requires reconsideration of compliance measures, all Parties will be fully consulted prior to any change of any compliance measure.

Importantly, compliance will be monitored at the paragraph level, but compliance will not (nor should it) be determined by simply adding up the number of compliant paragraphs. Instead, compliance will be judged holistically against the context of overarching purpose of the Agreement. The specific measures the IE Team will use to determine compliance with each paragraph are set forth in Appendix B.

Finally, as outlined in paragraph 440 of the Agreement, non-compliance with mere technicalities, or temporary or isolated failure to comply during a period of otherwise sustained compliance, will not constitute failure to achieve or maintain Full and Effective Compliance. At the same time, temporary compliance during a period of otherwise sustained non-compliance will not constitute Full and Effective Compliance with this Agreement.

E. 407(e) – Timeline & Sequence of Progress Reporting from IE Team

407e. Provide a reasonable timeline and sequence for sharing the results of all Progress Reviews with the Parties, for review and comment, before sharing the Progress Review and the Parties' comments on the Independent Evaluator's website, including all source data and information, analysis, and a complete and detailed explanation of any conclusions;

The IE Team expects that the results of Progress Reviews, including a complete and detailed explanation of findings and conclusions, will be shared with the Parties no later than 30 days after completion and that the Parties will be afforded 15 business days to review and comment.

The Parties will be afforded access to all data and information relied upon by the IE Team in conducting Progress Reviews. The IE Team anticipates reviewing the Parties' feedback and making any appropriate revisions within two weeks. The Parties will then have one week for a final review before the Progress Review is posted to the IE Team's website. The IE Team is willing to adjust these deadlines upon mutual agreement of the Parties.

F. 407(f) – Roles and Responsibilities of IE Team Members

407f. Clearly delineate the roles and responsibilities of the Independent Evaluator’s team members;

David Douglass – Co-Lead for the Independent Evaluator Team, responsible for management of IE Team administrative activities and primary liaison to the Parties on Agreement matters.

Michael Harrison – Co-Lead for the Independent Evaluator Team, responsible for management of IE Team evaluation and policy-review activities and subject matter expert for all Agreement topics and topics related to executive management of police organizations.

Barbara Harding – Deputy Evaluator for the IE Team and Partner at Nelson Mullins, the firm providing *pro bono* services to the IE Team to support compliance assessment efforts.

Mary Ann Viverette – Deputy Evaluator for the IE Team to provide subject matter expertise on all Agreement topics. Also responsible for assessing compliance for Part 5 (Stops/Searches/Arrests).

Arlinda Westbrook – Deputy Evaluator for the IE Team and responsible for assessing compliance for Part 3 (Non-Discriminatory Policing), and Part 10 (Accountability).

Jerry Clayton – Responsible for assessing Use of Force topics (Part 4), primarily evaluation and audits of uses of force.

Lisa Fink – Responsible for assessing compliance for Part 2 (Policy) of the Agreement and managing IE Team review of all polices that require revision under the Agreement.

Carolina Maberry – Responsible for providing administrative support to the IE Team and manager of the IE Team’s online resources for the public

Eric Melancon – Responsible for assessing compliance for Part 6 (BWCs), Part 8 topics related to the Early Intervention System, and Part 11 (Data) of the Agreement.

William “Bill” Murphy - Responsible for assessing compliance for Part 4 (Use of Force), and Part 7 (Training) of the Agreement.

John Salomone – Responsible for providing project management and administrative support to the IE Team.

Julie Solomon – Responsible for assessing compliance for Part 8 (Officer Wellness), and Part 9 (Mental/Behavioral Health) of the Agreement.

G. 407(g) – Public Communication and Input Methodology

407g. Establish a method for communicating with the public and receiving public input, which will include at least in-person meetings every four months in different neighborhoods in the City.

Effective Law Enforcement for All (“ELEFA”) is dedicated to empowering communities in Minneapolis to engage in the processes of reform as laid out in the Settlement Agreement. ELEFA believes that the public, as the users of public safety services, should play a key role in how those services are shaped.

Paragraphs 414 through 421 in the Agreement specifically require public engagement and feedback in the form of in-person meetings at least every four months with the IE, as well as requiring publicly accessible information about the IE Team and any publications. Consistent with the guiding principles articulated throughout the Agreement the IE Team will be proactive in collecting public input and feedback. The IE Team has and will continue to engage in general and direct outreach with community organizations and individuals.

The IE Team has already consulted with a variety of community organizations and individuals during its 90-day evaluation period, and even prior to that as candidates for the IE role. For a list of some of the organizations the IE Team has been in contact with, see the IE Team’s growing community map ([link](#)). This community map will also be publicly available as a resource to help local communities connect and engage with each other to be more effective advocates. To engage with different organizations most effectively, the IE Team is currently disseminating a survey which asks what the best methods of engagement are that meet the needs of members of the organization as well as the public or community they serve ([link](#)).

The simplest and easiest way to contact the IE Team will be via the IE Team’s [website](#).⁷ The website will explain the IE’s role, include team member biographies as well as when team members are expected to be in Minneapolis, and the IE Team’s reports and dashboards. The website will allow for the public to submit questions and comments to the IE Team, including providing feedback on the IE’s reports.

Based upon its meetings with the public and community organizations, the IE Team is considering establishing an Implementation Engagement Council (“IEC”) comprised of members that collectively represent a cross-section of the various communities in Minneapolis. The IEC’s role will be to help gather public comments and concerns and bring them to the IE Team and the parties, but also to help disseminate information from the IE Team and the Parties. The IE Team will also select one or more community organization liaisons to facilitate public outreach generally and to support the IEC.

⁷ www.elefamn.org

Appendix A: Current Accomplishments as Reported by MPD and the City

The MPD and the City provided the following list to the IE Team to provide context into their activities prior to the creation of this Evaluation Plan. The IE Team has not yet formally assessed each item for compliance with the requirements of the Agreement; however, the IE Team will review each stated accomplishment as part of its Evaluation Plan in Year One.

Category	Accomplishment/Status	Next Steps
Assessment	Completed the Data Assessment	Create data needs plan
Assessment	Completed the Training Needs Assessment	Finalize training plan and rollout
Assessment	Completed the Functional Facilities Assessment	Finalize facilities plan and rollout
Assessment	Completed the Equipment/Non-Database Technology Assessment	Finalize equipment plan and rollout
Assessment	Completed the Wellness/Support Assessment	Finalize wellness plan and rollout
Assessment	Completed the Comprehensive Facilities Assessment	Finalize facilities plan and rollout
Audit	Developed ticketing system in ServiceNow for fixing ICCs/BWCs	Operational
Audit	Operationalized first BWC audits for start ups	Operational
Audit	Monthly BWC audits for compliance with call types	Operational
Audit	Monthly ICC audits to confirm ICC functionality	Operational
Audit	Conducted first audits for professional behavior	Operational
Community	Hosted Fall 2023 Community Engagement Sessions	None
Community	Hosted Culturally Specific Engagement Sessions	None
Community	Hosted Sworn Officer Engagement Sessions	None
Community	Analyzed the feedback from all Fall 2023 Engagement Sessions	Create data analysis and create follow up engagement meetings
Community	Contracted for Engagement Facilitation	None
Community	Launched the Community Engagement Surveys	Create weekly reports and send it to the inspectors of each precinct
RFPs	Translated key documents such a policy, handouts, etc.	None
RFPs	Developed an internal anonymous complaint reporting mechanism	finalize portal and conduct training

RFPs	Contracted for the EIS Software	Kickoff meetings to implement software start in a couple of weeks
RFPs	Contracted for monitoring services	Operational
RFPs	Contracted for external complaint investigation services to supplement OPCR caseload	Review cases being given to consultant with IE Team
RFPs	In Selection phase for external investigator services within IA	evaluation team to review proposals to RFP
Other	Set up and scheduled first official QRP meeting on July 17th	Operational
Policy	Revised Force Reporting Levels & Definitions	Training
Policy	Updated the PIMS (RMS) to support new Force Levels	Operational
Policy	Posted Use of Force Policy Drafts in Multiple Languages with a feedback form up	None
Policy	Contracted for a Policy Management Software (Beyond SA Requirements)	Kickoff meetings to implement software start in a couple of weeks
Policy	Developed draft policy for handling audit findings	Align and revise policy as needed
Policy	Developed draft policy for Quarterly Review Panel	Align and revise policy as needed
Training	Contracted for Engaging with Minors	Training to start in August
Training	Contracted for 8-hour Crisis Intervention Training course	Training to start this month
Training	Contracted to provided acting services in our trainings	Contract drafting in process, execute contract to follow
Training	Contracted for Academy and In-Service Use of Force Training	Training to start this fall
Training	Contracted for Instructor Development Training	Contract completed
Training	In Selection phase for 40-hour Crisis Intervention Training (+8hr yearly refreshers)	Evaluation team to review proposals to RFP
Training	In Selection phase for Leadership Course for Leadership Training to Supervisors	Evaluation team to review proposals to RFP
Data	Q1 2024 QRP data prepared.	Meeting postponed
Data	Q2 2024 QRP data prepared - stops/searches/arrests	To be presented 3rd week of July
Data	First Quarterly QRP Deck in draft	Finalize and present to MDHR/IE Team/Chief
Data	Count of complaints - IA/OPCR Dashboard	Operational
Data	Complaint History - IA/OPCR Dashboard	Operational
Data	Complaint Status Lookup - IA/OPCR Dashboard	Operational

Appendix B: Compliance by Paragraph

The IE Team has developed the following measures and methods to determine compliance with the Settlement Agreement. Instances where dates or deadlines are written into the Agreement are subject to revision by mutual agreement of the Parties and the IE Team and concurrence by the Court.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
25	Part 2: Policy Framework and Outreach	The Parties acknowledge that MPD has recently undertaken important changes to its Mission, Vision, Values, Goals, and several of its policies, and some of those changes are included in this Agreement. The provisions in this Agreement are intended to build on those changes and outline MPD's commitment to require that policies comply with all applicable laws and this Agreement, reflect the objectives described in this Agreement, and promote trust between MPD and the communities that it serves. The Parties have not undertaken to identify every paragraph where MPD's current policies or procedures reflect the requirements of this Agreement, and the inclusion of a requirement in this Agreement does not mean that MPD is or is not currently satisfying the requirement. In this Agreement, the term "require" means to promulgate a policy and/or procedure, train on that policy and/or procedure, and hold MPD officers accountable to the policy and/or procedure that governs officer conduct; and the term "prohibit" means to promulgate a policy and/or procedure, train on that policy and/or procedure, and hold MPD officers accountable to the policy and/or procedure that restricts officer conduct.	Lisa Fink	<ul style="list-style-type: none"> • IE Team will review and approve all policies referenced throughout the SA in coordination with the Parties to determine compliance with all applicable law and SA requirements. • IE Team will review every use of "require" and "prohibit" in SA and flag where in approved policy it exists, that the requirement/prohibition is covered in approved training, and that officers are being held accountable to that requirement by developing the appropriate auditing or inspection procedure based on the individual topic.
26	Part 2: Policy Framework and Outreach	MPD's policies will be written with sufficient detail such that the policies provide officers with clear guidance about what conduct is permitted and prohibited, how to apply discretion, and how supervisors and others may effectively assess compliance with the policies.	Lisa Fink	<ul style="list-style-type: none"> • IE Team will review all policies as part of the SA process to determine they are clear to officers about what is permitted vs prohibited, clear on how to apply discretion, and clear to supervisors and others on how to assess for compliance with the policy. • MPD will incorporate officer surveys during training on specific topics as outlined in the SA to assess whether officers understand policy updates; IE Team will review SA policy impacts and determine which trainings will require survey verification of officer understanding.
27a	Part 2: Policy Framework and Outreach	As part of creating and/or updating such policies, MPD will engage in officer, supervisor, and community engagement with the goal of gathering feedback to incorporate and inform policy changes. MPD may satisfy its obligations for engagement by gathering feedback during engagement sessions on policy changes that may already be underway or have occurred prior to the Effective Date. Officer Engagement. To make certain that MPD's Mission, Vision, Values, Goals, and policies regarding non-discriminatory policing and impartial policing, use of force, and stops, searches, and arrests are written with sufficient detail and clarity, MPD command staff will gather feedback and input from officers of all ranks across all five precincts and specialty units before finalizing any changes to its Mission, Vision, Values, Goals, and policies.	Lisa Fink	<ul style="list-style-type: none"> • IE Team will review documented officer feedback and verify whether feedback was gathered from officers of all ranks across all 5 precincts and specialty units for MVVG, NDP, UOF, and SSCA ("4-core") policies. • IE Team will review and assess advertisements/messaging sent to officers about MPD seeking feedback on any 4-core policies. • IE Team will review and inspect attendance sheets or other evidence of participation for all in-person focus groups or feedback sessions, to include date of session, rank and assignment for each member in attendance. • IE Team will review and assess any notes or themes extracted from all in-person feedback sessions with officers on 4-core policies. Notes should indicate which items/themes were applied to draft policies. • IE Team will review and assess written feedback received from MPD officers on any 4-core policies. Each piece of feedback must include: officer's rank (where available), district/unit of assignment (where available), when feedback was received, and whether it was applied to a draft policy. • IE Team will review and assess whether MPD and the City's attempts to garner officer feedback were sufficiently broad (ex. Sent to all members, conducted randomized surveys, and/or targeted messaging sent to specific officers spanning rank and assignment) to aim for broad range of feedback across ranks and assignments.
27b	Part 2: Policy Framework and Outreach	As part of creating and/or updating such policies, MPD will engage in officer, supervisor, and community engagement with the goal of gathering feedback to incorporate and inform policy changes. MPD may satisfy its obligations for engagement by gathering feedback during engagement sessions on policy changes that may already be underway or have occurred prior to the Effective Date. Supervisor Engagement. MPD command staff will gather feedback and input from sergeants and lieutenants across all five precincts and specialty units before finalizing any changes to its Mission, Vision, Values, Goals, and policies regarding nondiscriminatory policing and impartial policing, use of force, and stops, searches, and arrests to make certain that the policies are written with sufficient detail and clarity to provide an appropriate level of guidance to officers and for supervisors to effectively assess compliance with the policies.	Lisa Fink	<ul style="list-style-type: none"> • IE Team will review documented supervisor feedback to determine whether feedback was gathered from sergeants and lieutenants across all 5 precincts and specialty units for MVVG, NDP, UOF, and SSA (4-core) policies. • Same requirements set forth in 27a, but applicable to Sergeants and Lieutenants (supervisors)

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
27c	Part 2: Policy Framework and Outreach	<p>As part of creating and/or updating such policies, MPD will engage in officer, supervisor, and community engagement with the goal of gathering feedback to incorporate and inform policy changes. MPD may satisfy its obligations for engagement by gathering feedback during engagement sessions on policy changes that may already be underway or have occurred prior to the Effective Date. Community Engagement. To make certain that the Mission, Vision, Values, Goals; policies regarding non-discriminatory policing and impartial policing; policies regarding use of force; and policies regarding stops, searches, and arrests reflect the values and needs of the Minneapolis community, the humanity, dignity, and civil rights of individuals, and the importance of non-discriminatory policing in public safety, within 60 calendar days of the Effective Date, MPD will establish a webpage, which is available in multiple languages, to receive comments from community members about MPD's policies and practices and hold at least three public engagement sessions on each topic area (Mission, Vision, Values, Goals; and policies regarding non-discriminatory policing and impartial policing; policies regarding use of force; and policies regarding stops, searches, and arrests), at a time and place convenient for community members. Each individual public engagement session may cover more than a single topic area. MPD will allow community comments and feedback for at least a period of 45 calendar days, and will consider all community feedback in the development or revision of its Mission, Vision, Values, Goals, and policies regarding non-discriminatory policing and impartial policing, use of force, and stops, searches, and arrests.</p>	Lisa Fink	<ul style="list-style-type: none"> · IE Team will inspect the City's website to evaluate whether the policy comment webpage is available in multiple languages. · IE Team will test whether the policy comment website allows community members to submit policy feedback and for MPD to receive such feedback. · IE Team will review whether MPD held at least 3 community sessions on each 4-core topic: MVVG, NDP, UOF, SSCA. · IE Team will review and assess the time, location, and dates for each session to determine whether they occurred at a time/place convenient for community (including by consulting community partners to confirm time/place was convenient for community). · MPD will demonstrate evidence that 4-core policy groups were sufficiently advertised and available for public comment for at least 45 days (assess date posted vs date closed for comment). · IE Team will review and assess documentation of each piece of community feedback received on SA related policies. Such documentation should include the date the feedback was received and whether MPD incorporated the feedback or not. If it did apply the feedback, where within policy it was applied. If they did not apply the feedback, why not. · If there are any recordings of the community sessions that already occurred, IE Team will review and assess such recordings to confirm that the mechanism for soliciting feedback was effective in allowing the community to communicate their feedback. · For future sessions covering the 4-core policies (prior to future policy updates), IE Team will attend and observe a sample of community sessions to confirm effectiveness in attempts to gather feedback and allow community input to be heard.
28	Part 2: Policy Framework and Outreach	<p>Posting Policies on Website. Prior to the issuance of its Mission, Vision, Values, Goals, and policies regarding non-discriminatory policing and impartial policing, use of force, and stops, searches, and arrests, MPD will provide public notice and publish a draft of the policies on its webpage, which is available in multiple languages, for at least 45 calendar days. MPD will allow community members to submit written comments on its webpage. MPD will review and consider all public comments before providing the Mission, Vision, Values, Goals, and policies regarding non-discriminatory policing and impartial policing, use of force, and stops, searches, and arrests for review and approval to MDHR and the Independent Evaluator.</p>	Lisa Fink	<ul style="list-style-type: none"> · MPD will demonstrate evidence that it provided public notice and publishes drafts of all 4-core policies on their website in multiple languages at least 45 days prior to issuance (activation) of the relevant policy. · IE Team will review and assess documentation of each piece of feedback received by MPD on 4-core policies each time they are posted for public comment. Such documentation should include the date the feedback was received and whether MPD incorporated the feedback or not. If it did apply the feedback, where within policy it was applied. If they did not apply the feedback, why not.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
29	Part 2: Policy Framework and Outreach	Timelines for policy issuance, training, and enforcement. Within one year of the Effective Date, MPD will promulgate policies and procedures related to use of force, non-discriminatory and impartial policing, and stops, searches, and arrests; train on those policies and procedures; and hold employees accountable to those policies and procedures.	Lisa Fink	<ul style="list-style-type: none"> • The Parties will mutually determine (per the terms of SA) if the requirement deadline will remain or be postponed. If postponed, the effective date of the below items will be revised to the mutually agreed upon date. • IE Team will evaluate evidence that MPD has updated 4-core policies (approved under settlement agreement process) are all active (confirm they have been incorporated into the policy manual). • IE Team will evaluate evidence that MPD has all updated 4-core policy content has been incorporated into training through review of lesson plans and training curricula on these topics. • IE Team will observe a sample of each of the 4-core policy training sessions with officers to confirm that training delivery is consistent with approved training curricula and that the trainings are being delivered effectively (adult learning principles, classroom management, skillful facilitation). • IE Team will evaluate training records to confirm that all trainings on 4-core policies were completed and that all MPD members who are required to attend each training did so (and if not, and explanation of why not, and when makeup training will take place for members who missed the training). • IE Team will evaluate and assess MPD’s evidence of comprehensive procedures for identifying (auditing) and addressing apparent deficiencies or violations of the 4-core policies. • IE Team will identify any IA and OPCR cases where members are alleged to have violated any 4-core policies prior to policy updates, assess whether such investigations are thorough and complete, and assess whether dispositions and discipline for such cases are consistent with the evidence available and that discipline is consistent with the disciplinary matrix.
30	Part 2: Policy Framework and Outreach	Requests for Proposals. The City will require that for each provision of this Agreement (other than the hiring and retaining of the Independent Evaluator) that requires a Request for Proposal (“RFP”), the RFP will be published within 45 calendar days of the Effective Date of this Agreement.	Lisa Fink	<ul style="list-style-type: none"> • IE Team will evaluate whether all RFPs to procure services comply with the SA • The Parties will mutually determine (per the terms of SA) if the requirement deadline will remain as referenced or be postponed. If postponed, the effective date of the below items will be revised to the mutually agreed upon date.
31	Part 2: Policy Framework and Outreach	Annual Review. MPD will conduct an annual review of its Mission, Vision, Values, Goals, and non-discriminatory policing and impartial policing, use of force, and stops, searches, and arrests policies to assure that it continues to meet the objectives of this Agreement and to address any issues or concerns identified through its accountability measures.	Lisa Fink	<ul style="list-style-type: none"> • IE Team will evaluate and assess MPD’s plan for an annual review of 4-core policies. • IE Team will review and assess (in coordination with the Parties) all proposed drafts for 4-core policies each year to determine whether proposed updates meet the objectives of the SA. • Proposed drafts from the annual review will include flags for updates made due to issues or concerns identified through accountability measures (such as IA/OPCR cases, MPD Review Panel, performance evaluations, supervisory reviews, among others). • For instances where MPD reviews a policy for an annual review and chooses not to update it, MPD must provide written notice to IE Team that the policy was reviewed and the rationale for why MPD determined it did not require an update.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
32	Part 2: Policy Framework and Outreach	<p>Future policy amendments. To make certain that the its Mission, Vision, Values, Goals, and policies regarding non-discriminatory policing and impartial policing, use of force, and stops, searches, and arrests reflect the values and needs of the Minneapolis community, the humanity, dignity, and civil rights of individuals, and the importance of non-discriminatory policing in public safety, prior to the issuance of any content changes to the Mission, Vision, Values, Goals, and non-discriminatory policing and impartial policing, use of force, and stops, searches, and arrests policies, MPD will establish a webpage, which is available in multiple languages, to receive comments for at least 45 calendar days from community members about the proposed changes to policies regarding non-discriminatory policing; policies regarding use of force; and policies regarding stops, searches, and arrests. MPD will allow community members to submit written comments online and will hold at least three public engagement sessions on each topic area (Mission, Vision, Values, Goals, and policies regarding nondiscriminatory policing and impartial policing, use of force, and stops, searches, and arrests), at a time and place convenient for community members. Each individual public engagement session may cover more than a single topic area. Examples of non-content changes include but are not limited to correcting typographical errors, renumbering policies, updates to policy or law citations, or updates to the names of particular units or data systems.</p>	Lisa Fink	<ul style="list-style-type: none"> • MPD will demonstrate evidence that it provides public notice for the publication of updated drafts of all 4-core policies on their website (in multiple languages) at least 45 calendar days prior to issuance (activation) of any content changes to the relevant policy. Assess date posted vs date closed for comment. • MPD will demonstrate evidence that it held at least 3 public feedback sessions on the relevant 4-core topics prior to issuance of content update (each session may cover multiple topic areas). • IE Team will review and assess documentation of each piece of community feedback received on SA related policies. Such documentation should include the date the feedback was received and whether MPD incorporated the feedback or not. If it did apply the feedback, where within policy it was applied. If they did not apply the feedback, why not. • If there are any recordings of the community sessions that already occurred, IE Team will review and assess such recordings to confirm that the mechanism for soliciting feedback was effective in allowing the community to communicate their feedback. • For future sessions covering the 4-core policies (prior to future policy updates), IE Team will attend and observe a sample of community sessions to confirm effectiveness in attempts to gather feedback and allow community input to be heard.
33	Part 2: Policy Framework and Outreach	<p>Community Engagement. MPD may make changes to policy without completing community engagement as required by the paragraphs above if such changes are required by law or are required by the Minnesota Board of Peace Officer Standards and Training. MPD may make changes to policy prior to completing community engagement as required by this Agreement if such changes are necessary to respond to an emergency situation where MPD is required to promulgate a change to policy or procedure and the changes do not otherwise violate a term of this Agreement, so long as: a. Within 48 hours of issuing the change to policy or procedure, MPD provides formal notice of the change to MDHR as well as the Independent Evaluator; and b. MPD completes the community engagement process described in the paragraph above at the earliest feasible time.</p>	Lisa Fink	<ul style="list-style-type: none"> • MPD and the City will provide notice to MDHR and IE Team when 4-core policies have been changed due to legal requirements, MN POST requirements, or in response to an emergency situation to confirm that the changes are in alignment with one of those three criteria areas. • IE Team will confirm each notice was received within 48 hours of the policy change being issued (activated). • For each such notice, IE Team will evaluate and assess MPD’s plan for completing paragraph 32 requirements for 45 day public posting and 3 public feedback sessions. • For each such notice, IE Team will attend (or observe remotely) at least one public feedback session to confirm it complies with ¶32 regarding effectively communicating policy changes and allowing community to provide feedback. • IE Team will review documented evidence of each information session that occurred to confirm: there were 3 per topic, they took place at a time/place convenient for the community, and that the date they occurred was not unnecessarily delayed (paragraph requirement is “at the earliest feasible time”).

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
34	Part 3: Non-Discriminatory Policing	The Parties recognize that policing free of discrimination is central to an effective public safety system that is built on community trust. Recognizing this principle and the humanity, dignity, and civil rights of all individuals, MPD will continue to develop its policies, training, and accountability systems to provide non-discriminatory policing and enhance community trust of its policing efforts.	Arlinda Westbrook	<ul style="list-style-type: none"> · MPD will adopt policies to include all provisions in Part 3 of this section. The policy will be reviewed and approved by the Parties and IE Team prior to training being developed for these topics. · MPD will develop trainings, including Academy, in-service, and roll calls on all Part 3 topics. The trainings will be reviewed and approved by IE Team in accordance with the SA. · MPD will conduct supervision and performance audits to assess for all relevant topics in Part 3, using BWC data and RMS data to determine whether supervisors are appropriately supervising non-discriminatory policing (NDP) compliance/ non-compliance; IE Team will review the results of these audits to determine compliance with policy requirements. · IE Team will review data from Internal Affairs and OPCR complaints to determine whether there are any trends related to the topics outlined in Part 3. · IE Team will conduct a community survey at regular intervals to gauge community trust and include questions about the topics outline in Part 3. · IE Team will solicit community feedback on Part 3 topics. Apart from the survey, IE Team will inquire of stakeholder groups, as well as individuals, their level of trust in the MPD and its officers on topics related to NDP. This may include informal surveys and feedback or more formal surveys of regular local partners and measure their responses over time to serve as a qualitative measure for assessment.
35	Part 3: Non-Discriminatory Policing	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Arlinda Westbrook	<ul style="list-style-type: none"> · Guiding Principle
36	Part 3: Non-Discriminatory Policing	Recognizing the humanity, dignity, and civil rights of individuals and the importance of non-discriminatory policing, MPD's non-discriminatory and impartial policing policies, training, supervision, and accountability systems will be designed, implemented, and maintained so that MPD officers: a. Act at all times with a high degree of ethics, professionalism, and respect for the public and the dignity of all people and act without discrimination or prejudice; b. Act in a manner that promotes trust between MPD and the communities it serves; and c. Are held accountable for interactions with individuals that are discriminatory, as evidenced by the totality of the circumstances.	Arlinda Westbrook	<ul style="list-style-type: none"> · MPD will adopt policies to include all provisions in Part 3 of this section. The policy will be reviewed and approved by the Parties and IE Team prior to training being developed for these topics.
37	Part 3: Non-Discriminatory Policing	Discriminatory Policing Prohibited. MPD will continue to maintain policies and procedures that prohibit and hold officers accountable for discriminatory policing on the basis of race and other demographic categories. This includes prohibiting interactions that demonstrate a discriminatory motive or impact as evidenced by an officer's language or conduct, taking into account the totality of the circumstances.	Arlinda Westbrook	<ul style="list-style-type: none"> · MPD will adopt policies to include all provisions in Part 3 of this section. The policy will be reviewed and approved by the Parties and IE Team prior to training being developed for these topics.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
38	Part 3: Non-Discriminatory Policing	MPD will review its non-discriminatory and impartial policing policies and procedures, currently set forth as MPD's Impartial Policing Policy in section 5-104 in the MPD Policy and Procedure Manual, and if necessary revise it to: a. Prohibit discrimination, harassment, and retaliation on the basis of race and/or ethnicity, color, national origin, ancestry, immigration status, sex, gender identity or expression, age, religion, sexual orientation, marital status, familial status, disability, status with regard to public assistance, and any other protected class status under Minnesota, federal, or City laws; b. Consistent with the Minnesota Human Rights Act, prohibit MPD employees from retaliating against an individual who claims that an MPD officer or employee discriminated against that individual or another individual; c. Prohibit officers from considering an individual's demographic category to any extent or degree when taking, or refraining from taking, any law enforcement action – including pedestrian or vehicle stops, searches, arrests, and uses of force, except from considering demographic categories in an ongoing criminal investigation when such information is part of a specific and detailed suspect description tied to a time and place that refers to a person with a particular demographic category; d. Require and reaffirm that officers of all ranks will not engage in or tacitly or explicitly approve of discriminatory policing, will be responsible for knowing and complying with MPD's Impartial Policing Policy, and will report all incidents where they observe or are aware of other officers, regardless of rank, who have engaged in discriminatory policing; e. Require that, regardless of tenure or rank, any officer who observes another MPD officer engaging with an individual in a manner that they reasonably believe amounts to a violation of the Impartial Policing Policy, as detailed in this Agreement and in MPD policy, must affirmatively report that incident as soon as practical to their Commander or their Commander's superiors, and require that if they do not do so, may be subject to discipline as if they themselves engaged in the prohibited, inappropriate, and/or unreasonable behavior in violation of the Impartial Policing Policy; f. Require officers to address, and in documentation refer to, all members of the public using the names and pronouns appropriate to the individual's gender identity as expressed or clarified by the individual regardless of the individual's recorded gender identity on an identification card, and require that officers use honorifics appropriate to the individual's gender identity as expressed or clarified; and g. Prohibit officers from using language or taking action to taunt or denigrate an individual, including using racist or otherwise derogatory language, and require officers to treat individuals with a high degree of ethics, professionalism, and respect.	Arlinda Westbrook	<ul style="list-style-type: none"> • MPD will adopt policies to include all provisions in Part 3 of this section. The policy will be reviewed and approved by the Parties and IE Team prior to training being developed for these topics. • IE Team will inspect all reports and dispositions of retaliation complaints to determine whether such complaints were handled appropriately and within policy.
39	Part 3: Non-Discriminatory Policing	MPD will continue to prohibit MPD employees from posting, displaying, or transmitting content on MPD employees' personal social media accounts that is disparaging to a person or group based on their demographic category.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will verify that MPD policies continue to prohibit employees from posting, displaying, or transmitting content on MPD employee's personal social media accounts that is disparaging to a person or group based on their demographic category.
40	Part 3: Non-Discriminatory Policing	MPD will require officers to document the perceived or known demographic categories of all individuals who are subject to investigatory stops and detentions, vehicle stops, searches, seizures, arrests, citations, and reportable uses of force.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will conduct audits as referenced in paragraph 34 requirements to also cover this topic. • MPD will adopt policies and adapt technology systems as needed to require documentation of the perceived or known demographic categories of all individuals who are subject to investigatory stops and detentions, vehicle stops, searches, seizures, arrests, citations, and reportable uses of force. IE Team will review and approve policies in coordination with the Parties.
41	Part 3: Non-Discriminatory Policing	MPD will require that officers who violate any of the policy provisions set forth above will be held accountable and may be subject to discipline.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will conduct audits as referenced in paragraph 34 requirements to also cover this topic. • IE Team will review all IA cases where complaints related to these topics are alleged and determine if such cases are properly investigated and assessed discipline according to the Disciplinary Matrix.
42	Part 3: Non-Discriminatory Policing	When reviewing officers' reportable use of force and other enforcement related contacts, such as investigatory stops, vehicle stops, detentions, searches, citations, and arrests, MPD will require supervisors to identify whether officers violated the non-discriminatory and impartial policing provisions in MPD policy. If a supervisor identifies a potential violation, the supervisor will provide any feedback for growth and improvement for the officer, refer the officer for training, and/or refer the incident for investigation by Internal Affairs, within 72 hours of the supervisor's review of the incident, absent exceptional circumstances, and the exceptional circumstances should be documented.	Arlinda Westbrook	<ul style="list-style-type: none"> • MPD will adopt policy to require supervisors to identify whether officers violated the non-discriminatory and impartial policing provisions in MPD policy. IE Team will review and approve this policy in coordination with the Parties. • IE Team will access systems of record to review when supervisors identify potential violations and determine whether they are routinely: providing feedback for growth to the officers; referring the officer to training when needed; or referring the incident to IA • IE Team will conduct a timeliness audit to determine whether supervisors took appropriate actions within 72 hours of the supervisor review of the incident (absent exceptional documented circumstances).

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
43	Part 3: Non-Discriminatory Policing	MPD will provide training for supervisors to complete comprehensive and meaningful supervisory reviews of officers' enforcement related contacts to determine whether a violation or potential violation of the non-discriminatory and impartial policing policies occurred.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will verify that MPD has created effective training for supervisors to complete comprehensive and meaningful supervisory reviews of officer enforcement related contact. IE Team will conduct audits of systems of record to determine whether supervisors are appropriately utilizing the systems created by MPD to track compliance.
44	Part 3: Non-Discriminatory Policing	If MPD identifies that an officer committed misconduct in an enforcement related contact in violation of MPD policy or procedure and that officer's enforcement related contact was reviewed and approved by a supervising officer, the supervisor's review of the case will be referred to Internal Affairs for investigation. MPD will also take appropriate corrective or disciplinary action against supervisors who fail to conduct complete, thorough, and accurate reviews of officers' enforcement related contacts.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will audit all IA and OPCR cases involving supervisors who failed to conduct comprehensive and meaningful supervisory reviews of officer enforcement related contact. Audits will include evaluations of whether MPD took appropriate corrective or disciplinary actions.
45	Part 3: Non-Discriminatory Policing	Consistent with the Minneapolis civil service rules, MPD will develop a process so that, during evaluations and promotions, MPD considers: (a) conduct that reflects a commitment to procedural justice, and/or (b) a history of biased or discriminatory policing. This includes considering an individual's history of commendations or awards, sustained findings of misconduct against MPD employees or members of the public, and issues identified by a supervisor for coaching.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will assess evaluation and promotion forms to determine whether they include the stated elements of this paragraph. IE Team will audit evaluations to determine whether the required elements are appropriately included and considered. IE Team will observe meetings where promotional decisions are made to evaluate whether these factors are given consideration or whether supervisory performance evaluations are given consideration in promotional decisions.
46	Part 3: Non-Discriminatory Policing	MPD will take into account in supervisor performance evaluations the quality and completeness of the supervisory reviews of enforcement related contacts and assessment of whether a violation or potential violation of the non-discriminatory and impartial policing policies occurred. A supervisor's failure to identify and document prohibited, inappropriate, and/or unreasonable police enforcement activity, as detailed in this Agreement and in MPD policy, may result in discipline.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will audit supervisory performance evaluations; to verify they include an assessment of the criteria listed in this paragraph.
47	Part 3: Non-Discriminatory Policing	MPD will require that supervisors' performance evaluations and promotions will be based upon the fulfillment of their supervisory duties so long as not inconsistent with any applicable collective bargaining agreement.		<ul style="list-style-type: none"> Requirements incorporated into paragraphs 45 & 46 requirements.
48	Part 3: Non-Discriminatory Policing	MPD's performance evaluation process will identify, support, and recognize officers' activity, performance, and conduct through an assessment of specific quantitative and qualitative performance dimensions, which will address, at a minimum, non-discriminatory policing, problem-solving, and the effective use of de-escalation or specialized training. Although MPD may use quantitative measures in evaluating officers to identify whether officers are performing their required duties, MPD will continue to not require officers to achieve specific numerical thresholds, such as the number of arrests, investigatory stops, or citations. This does not preclude the ability of MPD to assess officers' effectiveness and efficiency. MPD will require its performance evaluation process to be consistent with the law. Within 18 months of the Effective Date, MPD will revise its performance evaluation policies and practices as necessary to meet the requirements of this Agreement.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will verify that MPD performance evaluation process will identify, support, and recognize officers' activity, performance, and conduct through an assessment of specific quantitative and qualitative performance dimensions as outlined in this paragraph.
49	Part 3: Non-Discriminatory Policing	MPD will require supervisors of all ranks to conduct timely and accurate performance evaluations. As part of completing performance reviews, MPD will require supervisors to seek feedback from other supervisors who have interacted with the officer and supervised them during shifts.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD will adopt policies, procedures, and training for supervisors of all ranks to conduct timely and accurate performance evaluations. IE Team will review and approve these policies, procedures, and trainings in coordination with the Parties. IE Team will conduct annual audits of performance evaluations to assess the overall quality of the evaluation process.
50	Part 3: Non-Discriminatory Policing	In addition to the formal annual performance evaluation, supervisors will meet at least monthly (as detailed in Paragraph 162 of this Agreement) with officers under their direct command as necessary to provide guidance, mentoring, direction, and support to the officers regarding their performance and to identify opportunities for improvement.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will conduct supervisory audits to determine whether supervisors met with officers under their direct command on a monthly basis to provide guidance mentoring direction and support to officers regarding their performance.
51	Part 3: Non-Discriminatory Policing	Supervisors will formally and/or informally recognize, when appropriate and as permitted by the applicable collective bargaining agreement and civil service rules, officers who demonstrate a commitment to procedural justice, de-escalation, and non-discriminatory and impartial policing.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will audit whether supervisors are formally and/or informally recognizing officers who demonstrate a commitment to procedural justice, de-escalation, non-discriminatory and impartial policing.
52	Part 3: Non-Discriminatory Policing	MPD will maintain records of performance evaluations in the appropriate electronic data tracking system.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD will demonstrate to IE Team which system of record will be used to document and track performance evaluations and develop a policy that requires supervisors to use it.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
53	Part 4: Use of Force	The use of force against a community member is a significant action and must be recognized as such. MPD officers are authorized to use force in the course of their duties to achieve a lawful objective, protect others, and to protect themselves. The authority to use force is not unlimited and is subject to the requirements of the constitutions of the United States and the State of Minnesota, Minnesota and federal law, and the ordinances and policies of the City of Minneapolis. The provisions of this Agreement seek to recognize the humanity, dignity, and civil rights of individuals, facilitate compliance with the law, assure that Department policy regarding the use of force promotes public safety and that officers engage in nondiscriminatory uses of force, reduce the circumstances in which using force is necessary, promote officer safety, and assure accountability when MPD officers use force that is inconsistent with law or policy.	Bill Murphy	<ul style="list-style-type: none"> Confirm that use of force policies and training conforms to applicable law.
54	Part 4: Use of Force	Officers' use of force practices impact community trust and legitimacy, and the ability of officers to partner with communities to promote public safety and officer safety. The MPD use of force policy required by this Agreement will be designed to build public confidence that officers are acting consistently with law enforcement objectives, community needs and values, and in the interest of public safety.	Bill Murphy	<ul style="list-style-type: none"> IE Team will verify that the UOF policy is shared with the community and feedback was reviewed and incorporated as outlined in Part 2. IE Team will verify that the new UOF policy has been reviewed and approved by MDHR, MPD and CA's Office.
55	Part 4: Use of Force	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Bill Murphy	<ul style="list-style-type: none"> Guiding Principles
56	Part 4: Use of Force	Recognizing the humanity, dignity, and civil rights of individuals and the importance of non-discriminatory policing, MPD's use of force policies, training, supervision, and accountability systems will be designed, implemented, and maintained so that MPD officers: a. Are required to engage in interactions with community members and resolve incidents without resorting to the use of force, including through de-escalation strategies, when feasible; b. Use force only consistent with a critical thinking decision-making framework, when that specific type of force is objectively reasonable, necessary, and proportional to the threat then reasonably perceived; c. Modulate or discontinue the use of force as the threat subsides and/or if an individual is restrained; d. Act at all times with a high degree of ethics, professionalism, and respect for the public and the dignity of all people and act without discrimination or prejudice; e. Act in a manner that promotes trust between MPD and the communities it serves; f. Have a clear affirmative duty to de-escalate and use de-escalation techniques and tactics to minimize the need to use force and increase the likelihood of voluntary compliance with legitimate and lawful orders; g. Use force in a manner that avoids unnecessary injury or risk of injury to community members and officers; h. Identify themselves as a law enforcement officer and, when feasible, warn of their intent to use force; i. Do not use force to punish, retaliate, or deter a person from engaging in lawful conduct; j. Reasonably account for and calibrate force practices to accommodate persons with disabilities, youth, and the elderly, or who are experiencing a language barrier; k. Recognize and act upon the duty to intervene to stop any officer from using any prohibited, inappropriate, and/or unreasonable force or failing to de-escalate; l. Recognize and act upon the duty to report any officer who used any prohibited, inappropriate, and/or unreasonable force, or failed to de-escalate when feasible; m. Accurately and completely report all reportable force used and all reportable observations of force; n. Recognize that officer health and wellness is integral to officers' responding effectively and lawfully in high-stress situations; and o. Are held accountable for use of force that is discriminatory, not objectively reasonable, or otherwise violates law or policy.	Bill Murphy	<ul style="list-style-type: none"> Guiding Principles
57	Part 4: Use of Force	MPD will assure that the use of force policy provides transparency to the public on force practices and accountability in accordance with law.		<ul style="list-style-type: none"> MPD will publish the new UOF policy on-line and demonstrate evidence that it has reviewed and considered the community's comments when creating the new policy and training.
58	Part 4: Use of Force	Every use of force is an opportunity for MPD and its officers to learn and improve policy, training, and supervision. To support MPD in constantly improving its force practices, MPD will collect and analyze information on the use of force by MPD officers, including whether and to what extent MPD officers use de-escalation techniques or other tactics in connection with use of force incidents. MPD will use this information to assess whether its policies, training, tactics, and practices meet the goals of this Agreement, prevent or reduce the need to use force, build community trust and legitimacy, and promote public safety.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop a UOF-SOP that explains how to analyze and audit UOF data. MPD will publish annual reports recapping their UOF incidents and force options used by officers from the previous year. MPD will establish a committee to evaluate UOF policies and training and offer recommendations to improve each. MPD will establish and utilize a Professional Advisory Committee (PAC) within Training Division to offer recommendations from qualified external experts (federal agents, university professors, etc.) in UOF policies and training. MPD will demonstrate that it has met with various community groups to get feedback on UOF incidents and encounters (generally part of the TNA process).

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
59	Part 4: Use of Force	To promote clarity and to provide officers with the necessary guidance, MPD will reorganize Volume Five – Code of Conduct and Use of Force of the MPD Policy and Procedure Manual to provide separate policies or distinct provisions regarding: a. General guidance on use of force. MPD will clearly identify that the Department and its officers value the sanctity of life and the dignity of all people, the standards for the authority to use force, guiding principles, duty to de-escalate and duty to use tactics to avoid the necessity of force, and the duty to intervene; b. Permitted and Prohibited Uses of Force. MPD will clearly define and describe each force option and/or weapon and the circumstances under which such force is appropriate and consistent with potential types of resistance, and under what circumstances each force option is prohibited; c. Reporting of force, review of uses of force, force investigations, and accountability in accordance with this Agreement, including the Accountability section; and d. Crowd control, civil disturbance, and protest and demonstration activities.	Bill Murphy	<ul style="list-style-type: none"> • MPD will reorganize Volume Five, UOF policy and Code of Conduct in the manual according to paragraph 59 subsections a) through d) to address UOF policy and training. • IE Team will determine whether MPD completes all UOF training requirements listed under the training paragraphs of this SA within the AMTP timelines. • IE Team will determine whether all training completed is approved by the parties prior to the policy’s implementation.
60	Part 4: Use of Force	The use of force policies will be rewritten and reorganized so that the policies provide clear and comprehensive guidance for officers and so that MPD can clearly enforce those policies. While some provisions of the use of force policies currently in Volume Five – Code of Conduct and Use of Force of the MPD Policy and Procedure Manual may include policy objectives consistent with this Agreement, the policies may need to be rewritten for clarity, usability, enforceability, and formatting pursuant to the terms of this Agreement. MPD will revise all other Volumes of the Policy and Procedure Manual necessary to be consistent with this Agreement and with the revised use of force policies.	Bill Murphy	<ul style="list-style-type: none"> • IE Team will review the UOF policy changes and if appropriate, suggest new policy formatting. All approved policy changes shall be clearly written and able to be understood by any Department employee. • IE Team will assess whether the formatting needs to be revised and will work with the Implementation Team to determine what other manual sections need to be revised and updated.
61	Part 4: Use of Force	De-escalation techniques required whenever feasible. MPD will require officers to utilize deescalation tactics under the appropriate circumstances to improve officer safety, mitigate threats, reduce injuries, build public trust, and preserve life. MPD will require that officers will respect the humanity, dignity, and civil rights of individuals, including community members and officers, when using de-escalation tactics and identifying the proper use of such tactics. a. MPD will require officers to use de-escalation techniques. These techniques include but are not limited to slowing down the pace of an incident, waiting out an individual, tactical repositioning or creating distance (and thus the reactionary gap) between the officer and the threat, command presence, verbal persuasion and warnings, and requesting additional resources (e.g. specialized units, behavioral health care providers, negotiators, etc.), when feasible, before resorting to force and to reduce the need for force. MPD will require that officers’ obligation to de-escalate continues throughout an entire encounter with a community member. b. MPD recognizes that de-escalation techniques include tactical decisions to disengage, delay contact, delay custody, plan to make contact or pursue an enforcement action at a different time and under a different circumstance.	Bill Murphy	<ul style="list-style-type: none"> • MPD will establish a UOF policy that satisfies the requirements of de-escalation (DE) sub-sections a) and b) before training is provided. • The IE Team will evaluate and confirm that MPD's de-escalation techniques are adequate to their purpose and meet generally accepted practices for de-escalation. The IE Team will verify that in developing de-escalation policies, training and practices, MPD has considered recognized authoritative guidance. • MPD will integrate the CDM throughout all ALT and SBT exercises conducted through Academy instruction.
62	Part 4: Use of Force	Prohibition against tactics that unnecessarily escalate an encounter. Recognizing that tactics leading up to the use of force can influence whether the force used was necessary, MPD will prohibit the use of tactics that unnecessarily escalate an encounter and create a need for force, including using words or actions that could reasonably incite or escalate reactive behavior, such as taunting. In measuring whether the use of force was reasonable and/or the actions of the officer that led to the use of force were reasonable, the conduct of the officer will be measured by the entire course of conduct preceding the use of force, and not be limited to whether force was authorized under law at the moment it was used.	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • MPD will incorporate the DE concepts within this paragraph and verify they are embedded within the CDM and taught in ALT, SBT, exercises and practical applications skills training sessions. • MPD will adopt policies to require supervisory review of Body Worn Camera (BWC) footage for all UOF incidents. • MPD will adopt policies and procedures to require supervisors to review randomly selected BWC footage of Stop, Search, Citation and Arrest (SSCA) incidents. • MPD will implement its Quarterly Review Panel (QRP) process • MPD will demonstrate that the QRP will include consideration for all tactical techniques utilized during the review process and does the policy clearly state that poor tactics can lead to an out-of-policy finding even if it meets Graham v. Conner federal standards. • MPD will demonstrate that the QRP will require re-training on all significant UOF incidents (Officer Involved Shootings) even when the OIS is deemed within policy. • MPD will demonstrate that the QRP is considering for all OIS incidents: 1) review of all tactics used; 2) was the drawing of the weapon within policy; and 3) was the discharge of the weapon including all rounds fired within policy. • MPD will demonstrate that the QRP has a representative from Training Division (TD) that is a voting member and can explain whether the tactics used were within Department policy and are consistent with approved TD training concepts.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
63	Part 4: Use of Force	Incentivize, recognize, and reward exemplary de-escalation. To recognize officers for critical de-escalation work that improves public safety and community trust, MPD will continue to create de-escalation incentives, recognitions, and awards for MPD officers who use exemplary de-escalation techniques and tactics.	Bill Murphy	<ul style="list-style-type: none"> MPD will establish a policy in its Awards and Commendations process to create an medal/award in the category of "Preservation of Human Life" or "Tactical De-Escalation" that recognizes officers who handled incidents in an exemplary manner. Medals should be given at the recognition ceremonies along with "Medal of Valor" for bravery incidents.
64	Part 4: Use of Force	MPD will only permit officers to use force that is objectively reasonable, necessary, and proportional under the totality of the circumstances, as those terms are defined below, and consistent with public safety, in order to provide for the safety of an MPD officer or third person, stop an attack, make an arrest, bring a person or situation safely under control, or prevent escape, consistent with the following: a. Objectively reasonable. MPD will require that its officers must consider the totality of circumstances in determining whether a use of force is objectively reasonable, including, but not limited to the following: i. the severity of the crime(s) at issue; ii. whether the individual poses an immediate threat to the safety of officer(s) or others; iii. whether the individual is actively resisting arrest or attempting to evade arrest by flight; iv. the influence of drugs/alcohol or the mental capacity of the individual; v. the age, condition, or disability of the individual; vi. the time available to an officer to make a decision; vii. the proximity or access of weapons to the individual; viii. the risk to bystanders or others from the use of force; ix. the location, time of day, and other physical circumstances; and x. other exigent circumstances. b. Necessary. MPD will have policies and procedures and train officers to use the lowest level of force needed to provide for the safety of any person or MPD employee, stop an attack, make an arrest, bring a person or situation safely under control, or prevent escape. MPD will hold officers accountable for compliance with these policies and procedures. In some circumstances, disengagement without force is the reasonable course if consistent with public safety. MPD will require that officers continually assess the necessity of the use of force and whether alternatives may be employed, including: i. the use of de-escalation techniques; and ii. the availability of other resources, including the number of officers present at the time, crisis intervention resources, or other resources to de-escalate the situation. c. Proportional. MPD will require officers to use only the force that is proportional to the threat, actions, and level of resistance offered by a person. The greater the threat and the more likely that the threat will result in death or serious physical injury, the greater the level of force that may be necessary to overcome it. When or if the person offers less resistance, however, MPD will require that the officer will decrease the amount or type of force accordingly.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
65	Part 4: Use of Force	Detaining a restrained person. MPD will require that officers not use more force than necessary to detain a restrained person.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
66	Part 4: Use of Force	Engaging in foot pursuit and avoiding prohibited, inappropriate, and/or unreasonable use of force. MPD will require that its policies provide guidance, including identifying risks and tactical factors, on the circumstances that may warrant engaging in a foot pursuit and the tactics officers should use to avoid the use of prohibited, inappropriate, and/or unreasonable force during or at the conclusion of a foot pursuit, and to keep members of the public and officers safe.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. MPD will establish in its policy a tactical directive that clearly explains how to conduct foot pursuits and when they shall be disengaged.
67	Part 4: Use of Force	Oral warnings required when safe and feasible: MPD will require that prior to officers using force, officers provide oral warnings indicating that they intend to use force unless the individual submits to their authority, when it is safe and feasible to do so. MPD will require that officers allow a reasonable amount of time for an individual to comply with a warning, when feasible to do so.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. MPD will demonstrate that the CDM covers this requirement and that at least some ALT and SBT exercises cover this requirement.
68	Part 4: Use of Force	Obtaining prompt medical treatment for community members: MPD will require officers to promptly seek or provide appropriate medical treatment for individuals after using force.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. MPD will demonstrate that ALT and SBT exercises cover this requirement.
69	Part 4: Use of Force	Prohibiting suggesting or directing sedation: MPD will prohibit officers from suggesting or directing sedation for an individual, including individuals who may be experiencing what has been referred to as "excited delirium," "severe agitation with confusion," or similar concepts by other names, or for individuals who are acting agitated, disorganized, or behaving erratically.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. MPD will demonstrate that ALT and SBT exercises cover this requirement. IE Team will review curriculum to confirm that outdated terminology (such as excited delirium) are not embedded within the curriculum.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
70	Part 4: Use of Force	Officers who use force that is not objectively reasonable may be subject to corrective action and/or discipline: MPD will require that officers who use force that is not objectively reasonable may be subject to corrective action and/or discipline.	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • MPD will demonstrate its review process for lower level uses of force through the audit and inspection process. MPD will establish an SOP to require auditors to refer officers to IA for potential disciplinary action should they discover lower level UOF incidents that are out-of-policy.
71	Part 4: Use of Force	Chemical agents and other crowd control weapons. Chemical agents are a form of less-lethal force which can pose a high risk to some individuals. MPD will require officers to use MPD authorized chemical irritants in a non-discriminatory manner and only when such force is objectively reasonable and consistent with the use of force principles above, including when used for crowd dispersal or protection. MPD will continue to require that officers do not use chemical irritants for crowd control or to disperse a crowd unless they have obtained approval from the Chief or the Chief's designee, as detailed below. MPD will require that when officers use chemical irritants, they are only permitted to do so after adequate warning, when feasible, and must stop the use of the spray once intended contact with the chemical irritant is made with the individual or individuals to re-assess the situation and threat level and determine whether and if any subsequent uses of the spray are appropriate. MPD will prohibit officers from using chemical irritants on any individual who is handcuffed or otherwise restrained unless such an individual presents an imminent physical threat to the safety of the officer, the individual himself, or others; officers must first attempt to exercise additional control over the individual using soft empty hand control measures or arrest control techniques when feasible. MPD will only permit the use of chemical irritants against such an individual once all feasible soft empty hand control measures or arrest control techniques have been used by the officer, and if the imminent physical threat persists. Crowd Control Weapons. Except as provided in the sub-paragraph below, MPD will require that during civil disturbances or assemblies use of all crowd control weapons must be authorized by the Chief of Police, or if the Chief is unavailable, the Chief's designee at the rank of Deputy Chief or above, or the Chief of Staff, if they are a sworn officer. Crowd control weapons include, but are not limited to, chemical aerosols regardless of canister size, authorized chemical munitions or projectiles, smoke munitions or projectiles, marking rounds (such as 40mm direct, exact or blunt impact projectiles or rounds), rubber bullets, impact weapons (such as ASP batons, riot sticks, bicycles, or other weapons used as impact weapons), and light sound distraction devices (such as inert, CS, or OC). MPD will contemporaneously document the person who authorized the use of crowd control weapons. Crowd Control Exception in Limited Circumstances. Crowd control weapons, excluding chemical munitions, smoke munitions, and light sound distraction devices, may be used without prior authorization in the limited circumstances in which it is necessary to prevent an imminent threat to the officer or another person. In these limited circumstances, crowd control weapons may only be used against specific persons who are posing a threat of objectively imminent physical harm to another person or the officer and must be limited to the extent necessary to address the threat.	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • MPD will demonstrate that ALT and SBT exercises satisfy this requirement. • MPD will require that any field officers assigned to protests and are designated as operators have the proper certification for all weapons and munitions usage. IE Team will audit such deployments periodically to verify this requirement is met. • MPD will adopt policies and SOPs to include tactical directives that explain 1) crowd management; 2) crowd intervention; and 3) crowd control tactical concepts. Such policies and SOPs will follow all NIMS and Incident Command System (ICS) protocols. • MPD will establish an approved Event Action Plan (EAP) for planned or spontaneous protests - an Incident Action Plan (IAP) that follows all federal ICS protocols. IE Team will inspect these plans to evaluate whether they conform to these standards and that they contain clearly identified objectives that explain the roles and responsibilities of all deployable forces. • MPD will require that any Mobile Field Force (MFF) concepts follow all approved tactics and protocols according to the above stated polices.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
72	Part 4: Use of Force	<p>Tasers or Conducted Energy Weapons. Tasers or Conducted Energy Weapons are a less-lethal form of force but can be lethal in certain circumstances. MPD will require that officers will only use tasers where grounds for arrest or detention are present, and such force is necessary to protect the officer, the individual, or another party from immediate physical harm, and subject to the language below. Only MPD officers who have successfully completed approved annual training on tasers, including a testing component, and are currently certified may be issued, carry, and use tasers. MPD will require that each application (in probe or drive stun mode) or standard cycle (five seconds) of a taser is a separate use of force that officers must separately justify as objectively reasonable. MPD will require that, after the first taser application, the officer reevaluate the situation to determine if subsequent cycles are necessary. In determining whether any additional application is objectively reasonable, MPD will require officers to consider whether the individual has the ability and has been given a reasonable opportunity to comply prior to applying another cycle. MPD will require that officers not deliver more than three cycles or 15 total seconds of a taser against an individual during a single incident unless deadly force is authorized, and no other non-deadly force option is feasible. If deadly force is not authorized, MPD will require that if an officer has used a taser three times against an individual, but the individual continues to actively resist or aggress, the taser may not be effective against that person, and the officer will use other options. MPD will require that: Except where deadly force is the only other option, officers do not use tasers when it is reasonably evident that a deployment may cause serious physical injury, including if the individual is in danger of falling from a significant height, if the individual is in physical control of a vehicle in motion, or if the individual has been exposed to the MK-9 Pepper Fogger or other similar MPD authorized chemical irritants or flammable material, such as gasoline or an alcohol-based pepper spray; Except where deadly force is the only other option, officers do not use tasers when a reasonable officer would know that the individual is pregnant, elderly, a small child, visibly frail, or has low body mass; Officers do not use tasers on fleeing persons who do not pose an imminent threat of physical harm to the officer or others, unless the officer has probable cause to believe the individual has committed a serious or violent felony or violent misdemeanor. Flight will never be the sole reason for applying a taser on an individual; Officers continue to generally use tasers in the probe mode, that application in the drive stun mode must be limited to defensive applications, and that in any case, officers are prohibited from intentionally applying tasers in drive stun mode to an individual's head, neck, chest, or groin; Officers target the taser in probe mode at the lower center mass and to avoid the head, neck, chest and groin; Officers do not activate more than one taser at a time against an individual; and Officers keep tasers in a weak-side holster to reduce the chances of accidentally drawing and/or firing a firearm. Unless each of the conditions below are met, MPD will require that taser probes be removed by appropriate medical personnel. MPD will permit its officers to remove taser probes only when: The probe or probes are not embedded in a sensitive area; The officer has assessed the person and determined that there are no indications of lasting effects of having been tased; The officer has adequate medical equipment including gloves, bandages, and alcohol wipes; The probes are removed in the presence of a second officer; and The officer has received training on at least an annual basis on the medical implications of taser use, mechanisms to remove probes with limited pain, and infection control.</p>	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • MPD will include in its policies for UOF tactical directives that outline the appropriate use of conducted electricity weapons (CEWs) (aka "Tasers") that includes the requirements of this paragraph. • MPD will require supervisors, in its policy, to observe all BWC footage related to CEW deployment UOFs. • MPD Training Division will be required to have a CEW-certified instructor capable of training department personnel. • MPD will demonstrate that ALT and SBT exercises cover these requirements – especially three cycle criterion, stun limitations, and natural restrictions such as height, water, etc. • MPD will demonstrate that all officers equipped with CEWs are property certified and recertified based on state law or local policy requirements.
73	Part 4: Use of Force	<p>Firearms. Because firearms are a type of lethal or deadly force, MPD will require that officers will only display or point a firearm if they reasonably believe that the situation may escalate to create an imminent threat of serious bodily injury or death to the officer or another person. As with all types of force, MPD will require officers to follow the use of force principles outlined in this Agreement and MPD policies regarding using a firearm. a. To support MPD officers in doing so, MPD will require that uniformed MPD officers required to carry a firearm must carry on their person at least one less-lethal weapon while on-duty or engaged in off-duty work. b. MPD will require that officers do not fire at individuals who are running or driving away from an officer except to counter an imminent threat of death or serious physical injury to the officer or another person. MPD will train and require officers to provide first aid to any person who is shot during a police encounter.</p>	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • MPD will demonstrate that ALT and SBT exercises cover these requirements. • IE Team will periodically inspect roll calls to determine whether all officers are equipped with either CEWs or OC Spray as a less-lethal force option. • MPD will equip squad cars with medical life saving kits. IE Team will periodically inspect roll calls to determine if medical life saving kits are equipped in patrol vehicles.
74	Part 4: Use of Force	<p>Punishment or retaliation. MPD will explicitly prohibit the use of force or the threat of force: a. As punishment or to retaliate against someone, including but not limited to punishing an individual for fleeing, resisting arrest, engaging in boisterous or insulting behavior, or assaulting an officer; b. Against individuals for engaging in a lawful protest or demonstration; and c. Against individuals lawfully photographing or filming an officer. This includes permitting members of the public to photograph and record MPD officers in the performance of their law enforcement duties in a public place, or in circumstances in which the officer has no reasonable expectation of privacy so long as the individual does not physically interfere with law enforcement action.</p>	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • MPD will demonstrate that ALT and SBT exercises cover these requirements.
75	Part 4: Use of Force	<p>Chokeholds and neck restraints. MPD will continue to prohibit the use of chokeholds or neck restraints.</p>	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
76	Part 4: Use of Force	<p>Duty to Intervene. MPD will require that, regardless of tenure or rank, any officer who observes another MPD officer using force in a manner that they reasonably believe amounts to any prohibited, inappropriate, and/or unreasonable force, as detailed in this Agreement and in MPD policy, must attempt to safely intervene by verbal and physical means, and if they do not do so, may be subject to discipline to the same severity as if they themselves engaged in the prohibited use of force.</p>	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • MPD will demonstrate that ALT and SBT exercises satisfy these requirements. • MPD will conduct ABLE training for all officers, which incorporates the Duty to Intervene in its instruction.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
77	Part 4: Use of Force	Recording, analyzing, and acting on quality data is critical for MPD to make data-driven decisions that are shaped by public safety needs and are free from discrimination. The reporting requirements of this Agreement are designed to provide MPD with necessary information to determine the effectiveness of policy, training, tactics, and supervision, to provide for community and officer safety, and to hold officers and supervisors accountable.	Bill Murphy	<ul style="list-style-type: none"> Guiding Principle
78	Part 4: Use of Force	MPD will require that each officer who uses reportable force except for critical incidents, and require that each officer who is physically present and observes an officer or officers use level 2 or level 3 reportable force except for critical incidents, will accurately and thoroughly record all information in the required data systems or reporting formats for each use of reportable force, as detailed by the terms of this Agreement, and identified specifically in the Recording and Maintaining Use of Force Data section below.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. MPD will demonstrate that ALT and SBT exercises satisfy these requirements. MPD will demonstrate that SBT exercises require a report to be written at the conclusion of the exercises. In SBT-UOF exercises this will be the level 2-3 statement's requirement.
79	Part 4: Use of Force	MPD will design the reporting and reviewing of force: a. To assure that all officers are using force consistent with policy; b. To identify uses of force inconsistent with policy and require that corrective action or discipline be taken; c. To hold supervisors accountable for the force practices of those under their command; d. To create a cycle of learning from each use of force so that MPD officers are promoting public trust and legitimacy; e. To identify force patterns that may lead to necessary changes to policy, training, or supervision; f. To create transparency of force practices for members of the community.	Bill Murphy	<ul style="list-style-type: none"> MPD will demonstrate its review process for UOF through the audit and inspection process. MPD will establish an SOP to require auditors to refer officers or supervisors to IA for potential disciplinary action should they discover lower level UOF incidents that are out-of-policy or if supervisory actions (or inactions) may have violated policy. IE Team will review such referrals on an annual basis.
80	Part 4: Use of Force	MPD will collect and maintain the data and records necessary to accurately evaluate its use of force practices and to facilitate transparency and accountability regarding those practices.	Bill Murphy	<ul style="list-style-type: none"> Requirement incorporated into paragraph 62 requirement.
81	Part 4: Use of Force	Beginning 90 calendar days after the Effective Date, a reportable use of force will be defined as any use of force by an MPD officer included in any of the following three levels: a. A level 1 reportable use of force is the use of force by an MPD officer that is reasonably expected to cause pain or an injury, but does not result in injury or complaint of injury. A level 1 reportable use of force also does not include the use of a less-lethal weapon and does not include force that rises to a level 2 or level 3 reportable use of force. An escort, touch, or handcuffing of a person with no or minimal resistance is not a level 1 reportable use of force. A level 1 reportable use of force includes use of the following: i. Pressure point compliance techniques that do not result in injury or complaint of injury; ii. Joint manipulation techniques that do not result in injury or complaint of injury; iii. Wristlocks that do not result in injury or complaint of injury; iv. Armbars that do not result in injury or complaint of injury; v. Leg sweeps that do not result in injury or complaint of injury; vi. Weaponless strikes other than strikes to the head or neck that do not result in injury or complaint of injury; vii. Weaponless defense techniques including a push-away, hold, or slap, that do not result in injury or complaint of injury; viii. Body weight to pin that does not result in injury or complaint of injury; ix. Takedowns that do not result in injury or complaint of injury; x. Control pressure while handcuffing that does not result in injury or complaint of injury; xi. Improvised tool to push a subject without striking that does not result in injury or complaint of injury; and xii. Any other use of force by an MPD officer to overcome the active resistance of an individual that does not rise to a level 2 or level 3 reportable use of force. b. A level 2 reportable use of force is the use of force by an MPD officer that includes use of a less-lethal weapon or that causes an injury or results in a complaint of an injury, but that does not rise to a level 3 reportable use of force, and includes the following: i. Uses of force that result in an injury or complaint of injury, including leg sweeps, weaponless defense techniques, body weight to pin, or takedown; ii. Discharge of MPD authorized chemical irritant; iii. Discharge of a taser (including probes/darts and drive stun/touch); iv. Weaponless strikes to the head or neck if the individual's head is not near a hard surface; v. Impact weapon strikes to any part of the body other than the head or neck; vi. Use of impact munitions (40mm or handheld); vii. Any physical apprehension by a canine; viii. Any reportable use of force against a handcuffed individual; ix. Use of an improvised weapon used to strike any part of the body other than head or neck; x. Use of a maximal restraint device; xi. Use of any other less-lethal weapon; xii. An escort, touch, handcuff or other action that results in an injury or complaint of injury; and xiii. Any other use of force by an MPD officer that results in injury or complaint of an injury, except level 3 reportable uses of force. c. A level 3 reportable use of force is when an MPD officer uses: i. Any force that constitutes deadly force, such as discharging a firearm or using an impact weapon to strike a person's head or neck, and weaponless strikes to the head or neck if the individual's head is near a hard surface; ii. Any force that causes the death of any person; or iii. Any force that causes injury to any person resulting in admission to a hospital.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. MPD will establish a Force Investigations Teams (FIT) that is specifically trained to investigate level 3 UOF incidents and develop an SOP to governs FIT deployments. The SOPs will include protocols that require the FIT to brief the Chief of Police and Executive Staff on any preliminary UOF level 3 findings within 48 hours of the incident occurring. MPD will demonstrate that ALT and SBT exercises satisfy these requirements. MPD will require the Training Division to develop tactical directives on the use of deadly force and utilize FOS or VIRTRA simulators (when available) that can run simulations based upon these requirements.
82	Part 4: Use of Force	MPD will require that: a. When an MPD officer witnesses a critical incident, the Witness Officer must complete a written statement or an interview as soon as practical following the critical incident, unless relieved of the obligation to do so by the ranking investigator or the Chief; b. When an officer is involved in a critical incident, the Involved Officer must complete a written statement or an interview as soon as practical, but in all instances, before the expiration of any administrative leave, unless relieved of the obligation to do so by the ranking investigator or the Chief; and c. When an MPD officer engages in a level 1, level 2, or non-critical incident level 3 use of force or who is physically present and observes another officer use a level 2 or non-critical incident level 3 reportable force, that officer must complete documentation detailing the use of force, prior to going off-duty.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
83	Part 4: Use of Force	MPD will require that MPD officers who use reportable force must also document the reason for the initial interaction – stop, arrest, or other enforcement action. Recognizing that an MPD officer requiring medical attention may need a reasonable amount of additional time to complete the required documentation, MPD policy will permit an appropriate extension of the deadline. MPD policy may also permit supervisors to complete the documentation detailing the reportable use of force in situations where the officer who used the force is unable to complete the report due to injury or in other extraordinary circumstances.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
84	Part 4: Use of Force	MPD policy will require that officers complete use of force reports and documentation based on their own recollection of the incident, aided by a review of body worn camera footage if permitted by MPD policy, and will prohibit officers from sharing information with another officer for the purpose of creating or producing such reports and documentation, except that an officer may confirm the case number with another officer.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
85	Part 4: Use of Force	For level 3 uses of force, MPD will prohibit officers from reviewing any recordings including body worn camera footage prior to being interviewed or completing use of force documentation, unless doing so is necessary to address an immediate threat to life or safety while in the field.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
86	Part 4: Use of Force	MPD will require that, regardless of tenure or rank, any officer who observes another MPD officer using force in a manner that they reasonably believe amounts to any prohibited, inappropriate, and/or unreasonable use of force, as detailed in this Agreement and in MPD policy, must affirmatively report that use of force while still on scene in-person, by phone, or radio to their Commander or their Commander's superiors, and if they do not do so, may be subject to discipline to the same severity as if they themselves engaged in the prohibited, inappropriate, and/or unreasonable use of force.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
87	Part 4: Use of Force	MPD will require that any MPD officer who becomes aware of information indicating that a reportable use of force occurred but was not reported must immediately notify their supervisor and Internal Affairs.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
88	Part 4: Use of Force	Supervisors play a critical role in the success of MPD by shaping, demonstrating, and reinforcing the organizational culture. Supervisors also play a critical role in promoting the humanity, dignity, and civil rights of individuals, ensuring that discriminatory policing is not tolerated, and that force is used legally, consistent with MPD policy, and in a manner that will promote community trust in MPD. Supervisor reviews of uses of force are essential to identify necessary individual and departmental corrective action.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
89	Part 4: Use of Force	MPD will require that all reportable uses of force by MPD officers must be reviewed by a “reporting supervisor” as described in Paragraphs 90 through 93, and a “reviewing supervisor” as described in Paragraphs 94 through 100. Level 3 uses of force and level 2 uses of force that involve a strike to the head or neck will also be reviewed by an MPD supervisor at the level of Deputy Chief for compliance with policy and law, the use of tactics, or for needs to change policy or training. If a supervisor uses, participates in, or observes a reportable use of force, they will not conduct any supervisory review for that reportable use of force. If another supervisor is unavailable within a reasonable period of time, a supervisor who used, participated in, or observed the reportable use of force may serve as the reporting supervisor after documenting the efforts made to request another supervisor at the scene.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
				• MPD will develop a training for supervisors on all requirements from updated UOF policies, procedures, and investigative protocols. This training is generally broken into two parts: one part covering tasks and competencies needed to be a new Sergeant (i.e., how to conduct UOF and pursuit investigations) followed by topics on how to properly conduct basic misconduct investigations.
90	Part 4: Use of Force	Reporting Supervisory Review. MPD will require that an MPD supervisor will immediately respond to the scene when a level 2 or level 3 reportable use of force occurs (“reporting supervisor”). MPD supervisors may, at their discretion, respond to the scene when a level 1 reportable use of force occurs, but they are not required to do so.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
91	Part 4: Use of Force	For level 2 and level 3 reportable use of force incidents other than critical incidents, MPD will require that the duties of the reporting supervisor will include: a. Identifying witnesses to the use of force to the extent reasonably possible, including known witnesses and/or witnesses who consent to be identified and/or interviewed; documenting their identities and statements in a written report; b. Identifying the MPD employees on scene during the incident; c. Coordinating with any independent police conduct review entity, as appropriate; d. Gathering and preserving evidence related to the use of force; e. Photographing any persons involved in the incident, including any injuries sustained; f. Taking reasonable steps to offer MPD employees and community members appropriate medical care; g. Making notifications as required by MPD policy, including contacting the Commander of Internal Affairs immediately by phone if the force used appears to be unreasonable or appears to constitute possible misconduct; and h. Reviewing reports regarding the incident for completeness.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
92	Part 4: Use of Force	MPD will require that after advising the individual against whom force was used that they are being interviewed because of the use of force and only if the individual voluntarily consents to an interview, the reporting supervisor will document the consent and interview the individual solely about the reportable use of force. In addition, the reporting supervisor will visually inspect the individual against whom force was used and document any injuries observed.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
93	Part 4: Use of Force	MPD will continue to require the reporting supervisor to document information collected and actions taken in performing their duties in the supervisor’s portion of the use of force report, or in any other similar documentation that MPD may implement.	Bill Murphy	• MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
94	Part 4: Use of Force	Secondary Supervisory Review. MPD will require that after the reporting supervisor has documented any information collected, the incident be reviewed by an MPD supervisor at least the rank of Lieutenant, and in all instances at least one rank level above that of the highest-ranking officer who engaged in the reportable use of force, or by a command staff officer, when designated ("reviewing supervisor").	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
95	Part 4: Use of Force	MPD will require that the reviewing supervisor conducting the secondary review will review the reportable use of force incident by reviewing all information reasonably available regarding the incident, including written reports, video, audio recordings, witness statements, photographs, and other evidence or information collected by the responding supervisor.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
96	Part 4: Use of Force	For all reportable uses of force, MPD will require that the reviewing supervisor will determine, based on the information reviewed, if the use of force requires a notification to Internal Affairs and any other independent police conduct review entity and will assess whether the use of force was in compliance with MPD policy. The reviewing supervisor will also review the documentation and data entered by the officer who used the force so that the documentation and data is sufficient and complete.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
97	Part 4: Use of Force	For all reportable use of force incidents, MPD will require that the reviewing supervisor will: provide timely feedback for growth and improvement, where appropriate, to the officer who engaged in the reportable use of force, the officer's supervisor, or both; refer to the MPD Training Division for additional training and/or support as necessary based on the incident; and take appropriate action, including referring uses of force that may violate law or MPD policy to Internal Affairs and any other independent police conduct review entity.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
98	Part 4: Use of Force	In the circumstances in which multiple officers report on a use of force, the review process recognizes that different officers may have varying information and recollections. Differences in reporting do not necessarily indicate a lack of truthfulness.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
99	Part 4: Use of Force	MPD will continue to require the reviewing supervisor to document their: detailed assessment of compliance with MPD policy, as required by this Agreement and MPD policy; any feedback for growth and improvement; and any required or recommended action.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
100	Part 4: Use of Force	MPD will require that all reporting supervisors' documentation regarding a reportable use of force incident must be completed before the reporting supervisor goes off-duty, unless an extension is approved by the reporting supervisor's Commander. MPD will require that reviewing supervisors' documentation regarding a reportable use of force incident must be completed as soon as practical but no later than within five calendar days of the completion of the reporting supervisor's review, unless an extension is approved by the reviewing supervisor's Commander.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
101	Part 4: Use of Force	Deputy Chief Review. Following secondary review, MPD will require the MPD Deputy Chief of Professional Standards, or a command staff member at the level of Deputy Chief or above or Chief of Staff, if they are a sworn officer, to review for compliance with policy and law all level 3 reportable uses of force and level 2 reportable uses of force that involve a strike to the head or neck.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
102	Part 4: Use of Force	MPD will train supervisors on how to complete a thorough and comprehensive use of force review to identify tactical errors, training or supervision needs and gaps in policy or procedure, and to assure that prohibited, inappropriate, unreasonable, discriminatory, and/or unlawful uses of force are identified by supervisors and referred to Internal Affairs.	Bill Murphy	<ul style="list-style-type: none"> MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties.
103	Part 4: Use of Force	MPD will require that annual supervisor performance evaluations take into account the quality and completeness of reviews of uses of force, and a supervisor who fails to complete a thorough review may be subject to discipline. For level 3 uses of force or level 2 uses of force that involve a strike to the head or neck, MPD may meet the reporting and reviewing requirements of this Agreement assigned to the reporting and reviewing supervisors through the development of an appropriately staffed and trained Force Investigation Team or similar body.	Bill Murphy	<ul style="list-style-type: none"> MPD will demonstrate that it has incorporated this paragraph's requirements into annual supervisor performance evaluations. FIT policy requirements incorporated into paragraph 81 requirements.
104	Part 4: Use of Force	Transparency is vital to build community trust and provide public safety in a non-discriminatory manner.	Bill Murphy	<ul style="list-style-type: none"> Guiding Principle.
105	Part 4: Use of Force	An MPD officer using force against an individual that results in the death or serious bodily injury to that individual is a significant event. Communications around these critical incidents may impact community trust and legitimacy as well as the ability of officers to partner with communities to promote public safety and officer safety.	Bill Murphy	<ul style="list-style-type: none"> MPD will adopt a communications policy on critical incident video releases that explains the agency's responsibilities regarding the type of information to be released in the wake of an OIS incident. This should include whether BWC footage or other forms of video footage should be released for transparency.
106	Part 4: Use of Force	The City and MPD are also committed to being as transparent and accurate as possible during these critical incidents, to the extent allowable under the law, while treating all individuals who are impacted by the critical incidents with dignity and respect.	Bill Murphy	<ul style="list-style-type: none"> Policy requirement for this paragraph should be incorporated into the requirement outlined in paragraph 105 policy requirement.
107	Part 4: Use of Force	To that end, the City and MPD will continue to develop, build, and implement an updated policy for communicating with the public during critical incidents.	Bill Murphy	<ul style="list-style-type: none"> Policy requirement for this paragraph should be incorporated into the requirement outlined in paragraph 105 policy requirement.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
108	Part 4: Use of Force	Implementing a robust communication strategy during critical incidents helps maintain transparency, fosters community trust, and ensures accurate information dissemination while respecting the dignity and rights of all involved parties. The Critical Incident Communication policies will, at a minimum, include: a. A plan for engaging and briefing community leaders in the immediate few hours after an individual is killed or seriously injured after engaging with an MPD officer; b. A commitment to treat all individuals impacted with humanity, dignity, and respect; c. Protocol for major incidents, including a media plan, so that investigators, supervisors, and command staff members know their roles and responsibilities including which command-level staff member is on scene and providing information directly to the Police Chief; d. Protocol for MPD to provide known preliminary information to the public about the incident (i.e., known objective facts about the cadence of relevant events avoiding any statements about an individual's history or alleged history of criminal activity unless the criminal activity is directly relevant to an ongoing incident, what MPD does not know, and MPD's next steps) within the immediate few hours of the incident; and if applicable, explain why MPD cannot provide additional information, and indicate when MPD will be able to share further information; e. Protocol instructing City and/or MPD employees and officials to avoid discussing publicly an individual's history of or alleged history of mental health, addiction, or criminal activity unless that information is directly relevant to an ongoing incident. The protocol should also instruct employees and officials to refrain from publicly showing images of a deceased community member in a way that would dehumanize them or suggest criminality. For instance, if the City or MPD provide a photo of an individual who was killed by MPD in a critical incident, the City and MPD should seek to use a picture of the community member acquired from family or friends of the individual in lieu of a photo from a previous arrest; f. Protocol for MPD to issue a correction with updated information if new information contradicts earlier MPD reports; g. Protocol for MPD to explain to the public departmental policies governing the status of any officers who are involved in an incident. Consistent with the Minnesota Government Data Practices Act, this may include explaining laws that protect the rights of police officers (especially any requirements that prevent their names from being released), and any other policies that help explain administrative and investigatory actions taken that may not be immediately apparent to the public; h. Protocol that streamlines and codifies the process for internal communication with MPD employees following a critical incident to efficiently disseminate correct and timely information; and i. Requiring command staff to visit officer roll calls in the 72 hours following a critical incident.	Bill Murphy	<ul style="list-style-type: none"> • MPD will demonstrate that its Public Information Officer (PIO) has been sufficiently trained to communicate with the media for critical incidents • Policy requirement for this paragraph should be incorporated into the requirement outlined in paragraph 105 policy requirement.
109	Part 4: Use of Force	The police report for a use of force incident will include: a. A force incident number that allows the use of force to be linked to other data sources, specifically including Computer Aided Dispatch, arrest data, and body worn camera video; b. The actual or, if unavailable, perceived race and/or ethnicity, age, and gender of the individual against whom force was used; c. The individual's mental health or medical condition, use of drugs or alcohol, ability to understand verbal commands, or disability, as known or perceived by the MPD officer(s) at the time force was used; d. Behavior of the individual against whom force was used that led to the first use of force; e. Primary offense of the individual against whom force was used; f. The date, time, location, and precinct of the incident; g. Whether the incident occurred during an officer-initiated contact or a call for service; h. MPD units identified in the incident report as being on the scene of the use of force incident; i. All types of force used and names and IDs associated with the officer who used them. IDs must link to the officer's complaint and discipline history; j. For each weapon discharged by an officer, including firearms, tasers, and MPD authorized chemical irritants, the number of and type of discharges per weapon (for example, if a taser was used, include the number of cycles or seconds and whether it was in drive stun or dart mode); k. Whether de-escalation tactics were used, and if so, by which officer and which tactics; l. Names and IDs of officers who witnessed level 2 and 3 reportable force, other than critical incidents, and IDs of those officers who were on the scene at the time of the use of force but did not use force; m. IDs of any injured officer, and if so, whether they sustained the injury before, during, or after they used force; n. Whether a foot or vehicle pursuit occurred that is associated with the incident; o. Whether reportable force was used against an individual that was handcuffed or otherwise in physical restraints; p. Any injuries sustained or alleged by the individual(s) and any medical treatment that was offered or performed on the scene of the incident; q. Other than critical incidents, whether the MPD officer perceived that the individual possessed a weapon and, if so, what type(s); r. Whether the individual actually possessed a weapon and, if so, what type(s); and s. Whether the individual was charged with an offense and, if so, which offense(s).	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • IE Team will inspect a random sample of UOF reports to determine if there is 95% compliance with this requirement.
110	Part 4: Use of Force	Beginning 180 calendar days after the Effective Date, MPD will require that officers record the above information in an electronic, searchable, filterable, and linkable form consistent with the City's and MPD's data systems (as they change with the terms of this Agreement).	Bill Murphy	<ul style="list-style-type: none"> • MPD will demonstrate that its systems of record can store the information in the manner described in this paragraph.
111	Part 4: Use of Force	MPD will require that all data for a use of force incident is linked to a related stop, search, arrest, citation, and/or other police enforcement activity within MPD's data systems by one year after the Effective Date.	Bill Murphy	<ul style="list-style-type: none"> • MPD will demonstrate that its systems of record can store the information in the manner described in this paragraph.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
112	Part 4: Use of Force	MPD will require that in completing the use of force documentation, MPD officers must also include a narrative that describes with specificity: the use of force incident, the individual's actions, or other circumstances necessitating the level of force used; the response of the officer who used force including the specific types and amounts of force used; and the de-escalation efforts attempted. The narrative requirement does not apply to MPD officers who are involved in a critical incident or participated in a critical incident. MPD officers will note in their reportable use of force documentation the existence of any body worn camera or in-car camera audio or video footage, and whether any such footage was viewed in advance of completing the documentation or incident reports. MPD will require that MPD officers must complete reportable use of force documentation describing their own force accurately and completely, and accurately describe the force of others' to the full extent observed. MPD will require that the failure to accurately describe and report force may result in discipline.	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • IE Team will inspect a random sample of UOF reports to determine compliance with this requirement.
113	Part 4: Use of Force	MPD must collect, track, and maintain all available documents related to use of force incidents, including the following in accordance with Minnesota law: a. Use of force reports and any other similar form of documentation MPD may implement for initial reporting of reportable use of force incidents; b. Use of force reports and any other similar form of documentation MPD may implement to document supervisory investigation of reportable use of force incidents; c. Use of force reports and any other similar form of documentation MPD may implement to document review or audit of reportable use of force incidents; d. Arrest reports, original case incident reports, and investigatory stop reports associated with a reportable use of force incident; e. Administrative investigative files, including investigative materials generated, collected, or received by any investigative review entity or any similar form of documentation MPD may implement for misconduct allegations or civilian complaints; and f. All reasonably available documentation and materials relating to any reportable use of force, in-custody injury or death, or misconduct allegation, including body-worn, in-car, or known third-party camera recordings, and statements, notes, or recordings from witness and officer interviews.	Bill Murphy	<ul style="list-style-type: none"> • MPD will include all provisions in Part 4 of the SA in its updated UOF policy and within all approved training. IE Team will review and approve the UOF policy in coordination with the Parties. • IE Team will inspect a random sample of UOF reports to determine compliance with this requirement.
114	Part 4: Use of Force	Prior to conducting the initial assessment required by the paragraphs below, MPD will identify methodology that comports with published, peer-reviewed methodologies, and will identify any proposed factors to be considered as part of the assessment, including but not limited to the comparative use of force among MPD officers against individuals in protected classes.	Bill Murphy	<ul style="list-style-type: none"> • MPD will coordinate with IE Team to outline the methodology for the assessment, prior to conducting the assessment.
115	Part 4: Use of Force	Beginning within 270 calendar days of the Effective Date, the MPD Chief of Police and MPD command staff will meet quarterly to review citywide and precinct-level data regarding reportable uses of force to: a. Assess the relative frequency and type of force used by MPD officers against persons in specific demographic categories, including race and/or ethnicity, gender, age, or perceived or known disability status; and b. Identify and address any trends that warrant changes to policy, training, tactics, equipment, or Department practice.	Bill Murphy	<ul style="list-style-type: none"> • IE Team will observe such meetings of the Chief of Police and Command Staff to assess compliance with this requirement
116	Part 4: Use of Force	After each quarterly meeting, MPD command staff will seek and consider input from officers of all ranks across all five precincts and specialty units about any needed changes to policy, training, or oversight to provide officers with the tools, resources, and support necessary to engage in conduct that increases community trust and legitimacy, and positively impacts the ability of officers to partner with communities to provide public safety and reduce unnecessary dangers for officers.	Bill Murphy	<ul style="list-style-type: none"> • MPD will develop an SOP or directive that explains the roles and responsibilities of those involved in the process outlined in this paragraph. • MPD will establish a UOF section (or audits and inspections team) that is responsible for tracking and reporting on trends and patterns associated with the force options used by their officers.
117	Part 5: Stops, Searches, and Arrests	Officers' stop, search, and arrest practices impact community trust and legitimacy, the ability of officers to partner with communities to promote public safety and officer safety. The MPD stop, search, and arrest policies required by this Agreement are intended to build public confidence that officers are acting consistently with law enforcement objectives, community input and values, and in the interest of public safety.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will revise its Stop, Search, Citation and Arrest (SSCA) Policies and receive input from community members. The Policy must include: specific MPD law enforcement objectives, verified community input including previously agreed upon MPD values, documented public safety interests. IE Team will review and approve policy before SSA training begins.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
118	Part 5: Stops, Searches, and Arrests	The Parties recognize that the foundation for non-discriminatory policing is constitutional law enforcement practices that respect the humanity, dignity, and civil rights of all individuals. MPD will adopt and maintain principles, policies, and practices that require its officers to conduct enforcement-related contacts, such as investigatory and vehicle stops, searches, and arrests fairly, impartially, and respectfully as part of an effective overall public safety strategy that is consistent with community priorities for enforcement, promotes officer safety, and assures accountability when MPD officers engage in activity that is inconsistent with law or policy.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team will assess whether adopted principles, policies, procedures, and practices for officers conducting enforcement-related contacts (SSCA), for consistency with: <ul style="list-style-type: none"> o Documented adopted priorities for enforcement as expressed in community input, o Clearly stated examples of how to promote officer safety, with clear supervisory accountability measures for when MPD officers engage in activity that is inconsistent with law or policy. Such measures should include supervisory reviews of BWCs, written reports, corrective measures in EIS documentation, disciplinary records indicating supervisory actions taken. • Policies and principles documents must be pre-approved by the Parties and IE Team before training and policy release occurs and consistent with the Constitution and laws of the State of Minnesota, <ul style="list-style-type: none"> o Policies will require MPD practices by monitored by BWC audits, ride-alongs, Internal Affairs complaints, OPCR complaints, community input, other section audits, and departmentwide data audits. • IE Team will review any comprehensive data analysis conducted by MPD for all stops, search, and arrest data.
119	Part 5: Stops, Searches, and Arrests	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Mary Ann Viverette	<ul style="list-style-type: none"> • Guiding Principle
120	Part 5: Stops, Searches, and Arrests	MPD will require that its policies, training, supervision, and review related to stops, searches, arrests, and other voluntary police-community interactions are non-discriminatory, respect the civil rights of all community members, and uphold the humanity, dignity, and civil rights of all individuals.	Mary Ann Viverette	<ul style="list-style-type: none"> • Guiding Principle
121	Part 5: Stops, Searches, and Arrests	Interactions with Community Members. The Parties recognize that interactions between police officers and the public are an important component of providing public safety that is consistent with community values. MPD will require that officers treat all persons with respect and dignity, in a professional and procedurally just manner to enhance communication and promote trust and understanding. These interactions will underscore MPD's commitment to policing consistent with community priorities and will also help officers build relationships with community members that will support MPD and community members in working together to promote public safety. MPD will require that an officer's failure to engage with the public consistent with these guiding principles may subject the officer to discipline.	Mary Ann Viverette	<ul style="list-style-type: none"> • Guiding Principle
122	Part 5: Stops, Searches, and Arrests	Recognizing the humanity, dignity, and civil rights of individuals and the importance of nondiscriminatory policing, MPD's stops, search, and arrest policies, training, supervision, and accountability systems will be designed, implemented, and maintained so that MPD officers: a. Conduct stops, searches, and arrests consistent with the Minnesota Human Rights Act, other Minnesota and federal laws, and the Minnesota and United States Constitutions, recognizing that constitutional policing is the foundation for non-discriminatory policing; b. Prohibit stops for certain motor vehicle violations so minor violations cannot be used as a justification, or pretext, for a stop; and to the extent feasible, continue the City's Lights On! program or a similar alternative program, consistent with Paragraph 134 below; c. In making routine or spontaneous law enforcement decisions, such as investigatory or vehicle stops or detentions, may not use a demographic category to any degree, except that officers may rely on a specific and detailed suspect description tied to a time and place that refers to a person with a particular demographic category; d. Do not rely on information known at the time of reliance to be materially false or incorrect in effectuating any type of stop or detention; and e. Do not use an individual's geographic location without individualized reasonable articulable suspicion that an individual is, has, or is about to be engaged in criminal activity as a basis for any type of stop or detention, such as solely an individual's proximity to the scene of suspected or reported crimes or presence in a high crime area.	Mary Ann Viverette	<ul style="list-style-type: none"> • Guiding Principle

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
123	Part 5: Stops, Searches, and Arrests	MPD's stop, search, and arrest policies will be written with sufficient detail such that the policies provide officers with clear guidance about: a. The differences among various police contacts, including enforcement related and nonenforcement related contacts, and the facts and circumstances that impact the nature of the contact; b. The differences between probable cause, reasonable articulable suspicion, and mere speculation; c. The circumstances under which officers may use an individual's location and/or demographic category as a basis for reasonable suspicion or probable cause if that characteristic is based on a specific and detailed suspect description tied to a time and place that refers to a person with a particular demographic category; d. The incorporation of procedural justice principles consistent with the "LEED" Model: Listen, Explain, Equity, and Dignity; e. What conduct is permitted and prohibited during various types of police contacts; f. How to apply discretion; and g. Criteria for supervisors and others to effectively measure compliance with policies and training.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will adopt policy revisions to include all elements outlined in paragraph (subparagraphs a • MPD will incorporate these requirements into training and lesson plans. IE Team will review and • IE Team will verify the definitions are legal definitions for law enforcement personnel and that training • IE Team will verify lesson plans include the required definitions and officers are sufficiently trained on reasonable articulable suspicion and probable cause as they relate to the use of demographics. IE Team will be cognizant of these definitions and officer actions when reviewing police reports, search warrants and FICs, and report any violations • IE Team will review BWCs to audit officer interactions and report their use or deficiencies in following the LEED model. • IE Team will participate in ride-alongs and regularly question officer's knowledge on these topics and officer interactions with the community and report their use of LEED or their deficiencies in following the LEED model. • IE Team will review the lesson plans covering the LEED Model and periodically observe classroom training to assess whether the training on LEED is clear and appears effective. • IE Team will verify the MPD policy includes specific direction for areas of law enforcement where applying discretion is appropriate and review lesson plans to determine whether they include specific examples for the appropriate use of discretion and that MPD officers are sufficiently trained on applying discretion.
124	Part 5: Stops, Searches, and Arrests	To promote clarity and to provide officers with the necessary guidance, MPD will reorganize and/or revise Volumes of the MPD Policy and Procedure Manual with regard to all stop, search, and arrest policies and procedures to provide separate policies or distinct provisions regarding: a. General guidance on stops, searches, and arrests. MPD will clearly identify that the Department and its officers respect the humanity, dignity, and the civil rights of all people, guiding principles as described in the section above, and the standards for the authority to stop, search, and arrest individuals; b. Permitted and prohibited stops and searches. MPD will clearly define and describe stops and searches that are permitted and prohibited, the methods and practices for conducting stops and searches, and the circumstances under which such enforcement activity is appropriate; c. Reporting of stops, searches, and arrests; review of this enforcement activity; and accountability in accordance with this Agreement, including the Accountability section.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will reorganize Policy and Procedure Manual, with separate policies and procedures on SSCA. IE Team will review and approve policies in consultation with the Parties. • Requirements stated in Paragraphs 120, 122, and 123 also apply to this paragraph.
125	Part 5: Stops, Searches, and Arrests	Clear Communication During All Stops. MPD will require that when officers make an investigatory pedestrian stop, vehicle stop, or detention, officers inform the person(s) stopped that they are not free to leave. MPD will also require that officers communicate to the stopped/detained individual why the officer has stopped or detained that individual and, when feasible, explain what the officer is doing while conducting the stop.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will adopt policy revisions to include all elements related to stops outlined in paragraphs 125-135. IE Team will review and approve policy changes. • MPD will incorporate the requirements of paragraphs 125-135 into training and lesson plans. IE Team will review and approve training materials and audit instruction of this material to verify it is being taught to officers. • IE Team will participate in ride-alongs and observe citizen interactions to verify adherence with policy. • IE Team will audit and review random sampling and targeted sampling of BWCs for evidence of officers following policy and determine if there is a sufficient rate of compliance to policy with the appropriate disciplinary action taken for non-compliance. • IE Team will review Internal Affairs files and OPCR files and evaluate actions taken by supervisors when SSCA policy violations related to the requirements of paragraphs 125-135 section are discovered. • IE Team will conduct interviews with supervisors and examine databases on a periodic basis to obtain information on incidents

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
126	Part 5: Stops, Searches, and Arrests	Contact Information. MPD will require that officers provide their business card, or similarly accessible identification, with their first and last name and badge number to any member of the public, upon request.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
127	Part 5: Stops, Searches, and Arrests	Documentation of the Stop. MPD will require that officers document and record information related to an investigatory stop, vehicle stop, search, citation, and arrest as required by MPD policy and procedure and in accordance with this Agreement. MPD will require that, when feasible, officers state the basis for a stop on their body worn camera upon initiating a stop.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
128	Part 5: Stops, Searches, and Arrests	Record of the Stop Provided to Community Member. MPD will require officers, who have completed an investigatory stop or enforcement related contact that does not result in a citation or arrest, to provide a card or document with their first and last name to the individual or individuals involved in the interaction. In these instances, MPD will also require officers to write down, or otherwise provide a physical copy of, a case control number that corresponds to the police interaction and corresponds to the underlying documentation that may exist.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
129	Part 5: Stops, Searches, and Arrests	Stops without a Reasonable Suspicion Prohibited. MPD will require that officers only conduct investigatory pedestrian stops, vehicle stops, or detentions when they have a reasonable suspicion, based on specific and articulable facts, that a person has committed, is committing or is about to commit a crime, traffic offense, petty misdemeanor or where they have probable cause that the individual has committed a crime, traffic offense, or petty misdemeanor. This legal framework is foundational for ensuring non-discriminatory policing.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
130	Part 5: Stops, Searches, and Arrests	Stops on the Basis of Race and Other Demographic Categories Prohibited. Investigatory pedestrian stops, vehicle stops, and detentions based on an individual's location and/or an individual's demographic category are prohibited, unless that information is part of a specific and detailed suspect description tied to a time and place that refers to a person in a particular demographic category. MPD will require that officers conduct investigatory pedestrian stops, vehicle stops, and detentions based on individualized reasonable articulable suspicion.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
131	Part 5: Stops, Searches, and Arrests	Basis for an Investigative or Vehicle Stop is Limited. MPD will require that officers do not base any type of enforcement related stop, such as an investigatory or vehicle stop, or detention: a. Only on an individual's response to the presence of police officers, as long as the individual's response does not physically interfere with the officer's enforcement activity, such as an individual's attempt to avoid contact with an officer; and/or b. Only on an individual's presence in the company of others suspected of criminal activity without any additional reasonable articulable facts that an individual is, has, or is about to be engaged in criminal activity.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
132	Part 5: Stops, Searches, and Arrests	Transporting an Individual for Investigative Purposes is Limited. MPD will require that officers do not transport an individual who is the subject of an investigatory or vehicle stop to another location including a precinct for fingerprinting, questioning, or other investigatory purpose, where officers do not have probable cause to make an arrest. MPD may permit officers to transport the individual who is the subject of an investigatory or vehicle stop to a different location for questioning if the stopped individual requests to speak with officers in a different location, or for the safety of the officer or the individual who is the subject of the stop. MPD will require that an officer will transport the individual who is the subject of an investigatory stop no farther than necessary, to minimize the duration and intrusiveness of the stop. Where a transport is requested or necessary, MPD will require that officers notify a supervisor of the request or the intent to transport, and document the transport in writing or via body worn camera.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
133	Part 5: Stops, Searches, and Arrests	Vehicle Passenger Stops. While officers may professionally greet passengers in a vehicle, MPD will prohibit officers from questioning or requiring identification from passengers during a vehicle stop for a traffic violation or violations unless: a. The officer has reasonable articulable suspicion or probable cause regarding the passenger; b. The officer has a basis to believe that the passenger is being trafficked, experiencing domestic violence, is at risk from the driver or another person in the vehicle, or otherwise appears to require immediate medical assistance; or c. The officer is ascertaining if the passenger is willing and able to drive the vehicle away to avoid impounding the vehicle.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
134	Part 5: Stops, Searches, and Arrests	Prohibiting Certain Vehicle Stops. The City will establish a policy permitting notices of repair issues to be mailed to a vehicle owner when the only offense(s) are those listed below, and MPD will require that officers do not initiate a traffic stop when the only offense(s) are those listed below unless it is a commercial vehicle: a. Failure to display registration tabs, or driving with expired registration tabs; b. Failure to illuminate license plate; c. Rim or frame obscuring license plate, except for the plate letters and numbers; d. Driving with only one functioning and visible headlight, brake light, or taillight; e. Driving with only one functional sideview mirror present; f. Driving without a rearview mirror, with the rearview mirror obstructed, or with an item dangling from the rearview mirror; g. Driving without working windshield wipers; h. Failure to signal a lane change or a turn, unless the driver is operating a vehicle in an unsafe manner or creating an imminent safety hazard; i. Cracked windshield unless it substantially obscures the driver's view; and j. Window tint does not comply with Minnesota law unless it creates an imminent hazard to safety.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
135	Part 5: Stops, Searches, and Arrests	MPD may permit officers to lawfully stop or detain a driver for operating a vehicle in an unsafe manner or creating an imminent hazard to safety, even if they are engaged in one or more of the non-citable offenses listed above. MPD will require that the officer document on body worn camera and in a police report the unsafe operation or imminent safety hazard. Simply because a driver is engaging in one or more of the offenses listed above does not necessarily mean that they are operating the vehicle in an unsafe manner or creating an imminent hazard to safety. Rather, MPD will require an officer to determine if the driver is operating the vehicle unsafely or creating an imminent safety hazard based on the totality of the circumstances.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
136	Part 5: Stops, Searches, and Arrests	MPD will clearly set forth in policy and training that searches generally must be made pursuant to a warrant or a pre-trial or probationary release term, except in the limited following circumstances when searches may be made without a warrant: a. Open view and plain view searches; b. Exigent circumstances, as defined by the need to prevent imminent harm or to provide emergency aid, to prevent imminent destruction or removal of evidence excluding narcotics, when in hot pursuit of an individual who committed or is suspected of committing a felony, or to prevent the imminent escape of a suspect; c. Pat down/frisk during investigatory stop; d. Custodial searches and other searches incident to arrest; e. Automobile exception searches in accordance with law and this Agreement; f. Consent searches, except during pedestrian or vehicle stops; g. Breath alcohol tests and/or similar tests approved by Minnesota law and used for testing a driver's impairment; and h. Vehicle inventory searches.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will adopt policy revisions to include all elements related to searches outlined in paragraphs 136-150. IE Team will review and approve policy changes. MPD will incorporate the requirements of paragraphs 136-150 into training and lesson plans. IE Team will review and approve training materials and audit instruction of this material to verify it is being taught to officers. IE Team will participate in ride-alongs and observe citizen interactions to verify adherence with policy. IE Team will examine documentation and data systems that record interactions with the public to determine compliance with policies. IE Team will audit and review a random sampling and targeted sampling of BWCs for evidence of officers following policy. IE Team will review to determine 95% compliance to policy with the appropriate disciplinary action taken for non-compliance. IE Team will review Internal Affairs files and OPCR files and evaluate actions taken by supervisors when SSCA policy violations related to the requirements of paragraphs 136-150 section are discovered. IE Team will conduct random audits of ALL documented searches, random audits of reported stops with frisks/weapon pat-downs, random audits of breath alcohol tests and/or similar tests, and random audits of vehicle inventory searches. IE Team will review to determine 95% compliance to policy with the appropriate disciplinary action taken for non-compliance. IE Team will interview officers and supervisors during our interactions to assess their knowledge and understanding of these requirements. IE Team will interview prosecutors to assess MPD practices and any impacts to evidence presented in court.
137	Part 5: Stops, Searches, and Arrests	MPD will require that officers link a specific and detailed suspect description tied to a time and place that refers to a person with a particular demographic category, when formulating reasonable suspicion for a frisk or probable cause for a search based on an individual's location and/or their race and/or ethnicity or other demographic category.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. IE Team will randomly examine reports and Field Interview Cards (FICs) for justification of reasonable suspicion and probable cause
138	Part 5: Stops, Searches, and Arrests	MPD will prohibit officers from relying on information known at the time of reliance to be materially false or incorrect to justify a warrantless search or to seek a search warrant. MPD policy will state that officers may be subject to discipline for relying on such information.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. IE Team will audit reports and FICs for indications of relying on false information
139	Part 5: Stops, Searches, and Arrests	MPD will clearly set forth in policy and training when the types of searches listed above are permitted in different contexts, and will also clarify which of the searches listed above are discretionary under the law and MPD policy.	Mary Ann Viverette	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 136
140	Part 5: Stops, Searches, and Arrests	Documentation of Searches. MPD will require that every time an officer conducts a search or seizure, the officer will document the search or seizure and include the information required in this Agreement, including in the Stops, Searches, and Arrests Data and Analysis section below.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. IE Team will audit records and reports for Search and Seizure and cross-check data for required documentation.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
141	Part 5: Stops, Searches, and Arrests	Frisk for Weapons. MPD will prohibit officers from conducting a frisk for weapons or pat down during a stop or detention except where officers have reasonable suspicion, based on specific and articulable facts, that a person is armed and presently dangerous. MPD will require that officers understand that there is no routine or automatic "officer safety" justification for a frisk or pat down during a stop. MPD will revise its training to be consistent with the provisions of this Agreement.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. IE Team will audit records and examine reports, FICs and arrest reports for documentation of legal justification.
142	Part 5: Stops, Searches, and Arrests	Searches Based on the Smell of Cannabis/Marijuana. MPD will require that officers will not conduct a search of an individual, a vehicle, contents of the vehicle, or persons in a vehicle if the sole basis of the search is based upon an officer smelling cannabis/marijuana. This provision does not prevent officers from conducting a field sobriety test during a vehicle stop.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. IE Team will audit Field Sobriety Test reports to determine legal basis for stops.
143	Part 5: Stops, Searches, and Arrests	Probable Cause or Reasonable Articulate Suspicion Required for Search. MPD will require that officers are prohibited from conducting warrantless searches of persons, homes, property, or vehicles unless the search meets an exception to the warrant requirement under Minnesota or federal law or the Minnesota and United States Constitutions except as otherwise limited by this Agreement. MPD will prohibit officers from conducting searches based on consent during a pedestrian or vehicle stop. Consistent with law and the terms of this Agreement, officers may conduct a search during a pedestrian or vehicle stop if there is a basis for the search other than consent.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
144	Part 5: Stops, Searches, and Arrests	Body Cavity Searches. Other than the visual inspection of an individual's mouth, nose, or ears, MPD will require that body cavity searches are only conducted upon receipt of a search warrant. Officers must consult with their immediate supervisors to determine whether probable cause exists to seek a search warrant for a body cavity search. Body cavity searches will be performed with due recognition of privacy and hygienic concerns and contact body cavity searches will be conducted by licensed medical professionals under sanitary conditions.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. IE Team will examine calls for service where Body Cavity Searches would be more likely to occur.
145	Part 5: Stops, Searches, and Arrests	Non-Discriminatory Frisks and Searches for Transgender, Gender Queer, and/or Non-Binary Individuals. MPD will require that transgender, gender queer, and/or non-binary individuals will not be subject to more invasive, humiliating, or demeaning frisk and search procedures than other individuals in the field or in police holding facilities. For a search beyond a pat down of outer clothing as part of a Terry frisk, MPD will require that, when feasible, officers will ask transgender, gender queer, and/or non-binary individuals their preference with regard to the gender of the officer searching them. For example, "What gender officer would you prefer to search you?" Individuals' preferences will be honored, when feasible. An individual may be identified as transgender, gender queer, and/or non-binary if the person informs an officer that they are transgender, gender queer, and/or non-binary, or if an officer has a reason to believe that the individual may be transgender, gender queer, and/or non-binary based on gender expression or prior interactions. MPD will comprehensively train officers on all the requirements listed above, and will provide training led by LGBTQ community organizations to officers with respect to exhibiting cultural competency and respectful conduct and language when engaging with and addressing transgender, gender queer, and/or non-binary individuals.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. Additionally, IE Team will interview potentially impacted persons to assess the quality of the interaction and determine compliance with policy.
146	Part 5: Stops, Searches, and Arrests	Strip Searches. MPD will continue to require that strip searches be authorized by a supervisor. MPD will also continue to require that strip searches be conducted by a person of the same gender as the person being searched. The authorizing supervisor must be present for the strip search unless they are of a different gender from the individual being searched, and in that case then another officer of the same gender as the individual being searched will be present for the strip search. MPD will require that strip searches be conducted in a manner preserving the dignity and privacy of the person to the greatest extent possible, including that all strip searches will be held in a private place, limited to the minimum extent necessary, and that officers be prohibited from touching breasts, buttocks, genitalia, or body cavities of the person searched. The basis for the search and exigent circumstances if any will be documented.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
147	Part 5: Stops, Searches, and Arrests	Executing Warrants on a Residence. To promote trust and legitimacy, officer safety, and the ability of MPD to partner with communities to promote public safety, MPD will require specific policies and procedures for executing warrants as detailed in this Agreement. MPD will prohibit officers from executing a warrant on a residence when MPD has reason to believe there are children, elderly, guests, or vulnerable persons in the residence unless there is no feasible way to execute the warrant without those individuals present. Prior to the execution of a search or arrest warrant on a residence, MPD will require that officers who are executing a search and seizure warrant, in consultation with officers who have obtained the warrant, will also complete a mandatory risk assessment form that includes a written plan approved by a supervisor at the rank of commander or above that addresses, at a minimum, the following: a. Whether the officers intend to engage in a dynamic entry in the execution of the warrant, including the use of battering rams, flash-bangs, or other devices or strategies; b. Alternatives to dynamic entry must be considered based on the specific factors known to officers when completing the risk assessment form, such as waiting for the residence to be empty, contacting the persons in the residence, the use of warnings or commands and justification for not applying non-dynamic entry strategies; c. Reasonable efforts so that no children, elderly, guests, or vulnerable persons are in the residence at the time of the execution of the warrant, including the results of prewarrant execution surveillance about the residents and their activities; and if those individuals are present in the residence, measures to be taken to protect their safety; d. Measures taken or to be taken to protect the safety of neighbors or bystanders; and e. Race and/or ethnicity or other demographic characteristics are not improperly used to justify the warrant.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. Additionally, IE Team will audit mandatory risk assessment forms and written plans for the types of entries detailed in this section of the Agreement IE Team will also interview supervisors executing these warrants at least Quarterly and review processes for compliance with the Agreement

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
148	Part 5: Stops, Searches, and Arrests	MPD will continue to prohibit the use of no-knock warrants and require that officers engage in conduct that is meaningfully designed so that occupants are aware of their presence and wait a reasonable period of time, consistent with officer and public safety, after a knock and announce before engaging in a forced entry.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. • IE Team will also interview supervisors executing these warrants at least Quarterly and review processes for compliance with the Agreement.
149	Part 5: Stops, Searches, and Arrests	MPD will prohibit the execution of warrants on a residence except during the hours of 7:00 am to 8:00 pm unless MPD knows that the residence is empty or if exigent circumstances are present that make the execution between the hours of 8:00 pm and 7:00 am essential for public and/or officer safety. A Deputy Chief must approve an application and risk assessment form for a search warrant to be executed between the hours of 8:00 pm and 7:00 am.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. • IE Team will audit mandatory risk assessment forms and written plans for the types of entries detailed in this section of the Agreement. • IE Team will interview supervisors executing these warrants at least Quarterly and review processes for compliance with the Agreement.
150	Part 5: Stops, Searches, and Arrests	MPD will require that MPD officers may be subject to discipline for providing knowingly inaccurate or incomplete information in support of these warrants. MPD will require that supervisors who are responsible for reviewing and approving a search warrant or risk assessment may be subject to discipline for failing to comply with MPD policy or law.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. • IE Team will interview supervisors executing these warrants at least Quarterly and review processes for compliance with the Agreement.
151	Part 5: Stops, Searches, and Arrests	The Parties recognize that the short- and long-term consequences of a criminal charge or citation, even when appropriate, and/or a corresponding arrest can be substantial. Arrests that are unjust, discriminatory, or harassing erode trust and legitimacy, increase risks to officer safety, and interfere with the ability of MPD to partner with communities to promote public safety.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
152	Part 5: Stops, Searches, and Arrests	MPD will continue to require supervisors to authorize MPD officers to make felony arrests.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
153	Part 5: Stops, Searches, and Arrests	MPD will continue to require MPD officers to issue citations for misdemeanor offenses and not detain the individual longer than is necessary to issue the citation unless: necessary to prevent bodily harm to that individual or another; necessary to prevent future criminal conduct; there is a substantial likelihood that the individual will fail to respond to a citation; or the individual has an outstanding warrant other than a Sign and Release warrant.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will adopt policy revisions to include all elements related to citations and arrests outlined in paragraphs 151-158. IE Team will review and approve policy changes. • MPD will incorporate the requirements of paragraphs 151-158 into training and lesson plans. IE Team will review and approve training materials and audit instruction of this material to verify it is being taught to officers. • IE Team will participate in ride-alongs and observe citizen interactions to verify adherence with policy. • IE Team will examine documentation and data systems that record interactions with the public to determine compliance with policies. IE Team will audit and review a random sampling and targeted sampling of BWCs for evidence of officers following policy. IE Team will review to determine 95% compliance to policy with the appropriate disciplinary action taken for non-compliance. • IE Team will review Internal Affairs files and OPCR files and evaluate actions taken by supervisors when SSA policy violations related to the requirements of paragraphs 151-158 section are discovered. • IE Team will conduct random audits of all documented arrests. IE Team will review to determine 95% compliance to policy with the appropriate disciplinary action taken for non-compliance. • IE Team will interview officers and supervisors during our interactions to assess their knowledge and understanding of these requirements. • IE Team will interview prosecutors to assess MPD practices and any impacts to evidence presented in court.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
154	Part 5: Stops, Searches, and Arrests	MPD will continue to require officers to properly document the justification and probable cause for all citations and arrests before going off-duty.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
155	Part 5: Stops, Searches, and Arrests	MPD will require that officers issue a citation or make a custodial arrest only where they have probable cause to believe a person has committed or is committing a criminal infraction or citable offense. MPD will require that officers not rely on information known at the time of receipt of information to be materially false or incorrect in effectuating an arrest.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
156	Part 5: Stops, Searches, and Arrests	As part of creating procedures to support MPD officers in de-escalating and using tactical disengagement strategies and to address racial disparities in citations for disorderly conduct and obstruction of legal process, MPD will require that before officers issue a citation or make an arrest solely for Disorderly Conduct or Obstruction of Legal Process or for both Disorderly Conduct and Obstruction of Legal Process, unless the individual is in a physical altercation or the individual is using physical force, officers will: a. Activate their body worn camera; b. Air over the radio their location and that they are issuing a Warning for Disorderly Conduct or Obstruction of Legal Process, unless not possible to do so; c. Request that the individual stop engaging in the conduct; d. Permit a reasonable amount of time based on the totality of the circumstances for the individual to comply with the request; and e. Record the Warning.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
157	Part 5: Stops, Searches, and Arrests	MPD will require that when an officer issues the Warning, the individual is not detained and is free to leave. If the individual refuses to stop the conduct after a reasonable amount of time has passed since the officer's Warning, based on the totality of the circumstances, MPD policy may allow the officer to engage in a custodial detention and issue the appropriate citations or arrest, and they must properly document this enforcement activity in accordance with MPD policies.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
158	Part 5: Stops, Searches, and Arrests	MPD will require that the initial Warning be documented on body worn camera footage, on Computer Aided Dispatch ("CAD"), and by police radio, and if the individual stops the conduct, the officer need not complete a report related to the Warning.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties.
159	Part 5: Stops, Searches, and Arrests	MPD officers also communicate with community members to gather information about criminal activity ("Field Interviews"). Although these contacts do not rise to the level of a stop or arrest, community members, and particularly Black, Indigenous, and other community members of color, may interpret them as inherently coercive because they are conducted by law enforcement. To reduce any actual or perceived coercion and build community trust, during a Field Interview, MPD will require that officers inform the individual the officer is questioning that the individual does not have to respond to questions and is free to leave. MPD will require that officers conducting a Field Interview will do the following: a. Introduce themselves by name and rank as soon as reasonable and practicable and explain the purpose of the encounter; b. Refrain from using words or actions that would tend to communicate that the person(s) are not free to leave or must answer questions; c. Reply in the affirmative if asked by the individual whether they are free to leave or may decline to answer questions; d. Inform individuals that providing a physical form of identification is voluntary, if the officer asks individuals to provide identification; e. May not use a person's failure to stop, failure to answer questions, decision to end the encounter, or attempt or decision to walk away to establish reasonable suspicion to justify an investigatory stop or detention, search, citation, or arrest of the person if an officer is engaged in, or attempting to engage in, a Field Interview; and f. Act in accordance with law and MPD policies and procedures if at any point, the Field Interview evolves into an enforcement related contact.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will adopt policy revisions to include all elements related to field interviews. IE Team will review and approve policy changes.
				<ul style="list-style-type: none"> MPD will incorporate the requirements on field interviews into training and lesson plans. IE Team will review and approve training materials and audit instruction of this material to verify it is being taught to officers.
				<ul style="list-style-type: none"> IE Team will audit documentation and data systems that record interactions with the public to determine compliance with policies. IE Team will audit BWC use for evidence of officers following policy. IE Team will audit compliance with policy with that appropriate disciplinary action is taken for non-compliance.
				<ul style="list-style-type: none"> IE Team will review Internal Affairs files and OPCR files and evaluate actions taken by supervisors when SSA policy violations related to these requirements are discovered.
				<ul style="list-style-type: none"> IE Team will interview officers and supervisors during our interactions to assess their knowledge and understanding of these requirements.
				<ul style="list-style-type: none"> IE Team will audit reports, FICs and arrest reports for Field Interview documentation to assess compliance with MPD policy.
160	Part 5: Stops, Searches, and Arrests	The Parties recognize the value of MPD using "undercover social media accounts" in a lawful, non-discriminatory manner; this may include "following" and "engaging with" other social media accounts to establish a credible undercover social media profile. MPD will continue to maintain a policy that all undercover social media accounts are registered with the Commander of the Strategic Information Center. MPD will require: authorization for the use of undercover social media accounts; procedures for collecting and/or maintaining any information developed or obtained through those accounts; regular supervisory review of those accounts; and periodic assessment of the use of undercover social media accounts by MPD's Review Panel.	Mary Ann Viverette	<ul style="list-style-type: none"> MPD will adopt policies and procedure pertaining to undercover social media accounts to determine whether they comply with this section of the Agreement. IE Team will audit compliance. IE Team will review and approve policy changes.
				<ul style="list-style-type: none"> IE Team will audit records maintained by the Commander of the Strategic Information Center, supervisory documents indicated review of these account, and records of the MPD Review panel for documentation of the required periodic assessments.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
161	Part 5: Stops, Searches, and Arrests	Supervisory Review. Within 270 calendar days of the Effective Date, MPD will develop and implement a plan for adequate supervision and review of stops, searches, citations, and arrests by officers. At a minimum, that plan will include: a. MPD will continue to require a supervisor to review all reports of all stops, searches, citations, and arrests for completeness and adherence to MPD policy and law. This review will be completed within 72 hours of the stop, search, citation, or arrest, unless the review finds deficiencies and additional investigation, or corrective action is required; b. MPD will require that, for every use of force assessed by the Reviewing Supervisor pursuant to Part 4, Section 5 of this Agreement [Supervisory Review of Use of Force], the Reviewing Supervisor will also assess whether there was justification for the stop, search, citation, and/or arrest pursuant to policy and law and was properly documented; c. MPD will require that any supervisor reviewing a stop, search, citation, or arrest pursuant to sub-paragraphs (a) or (b) of this provision document and report: i. Stops that appear unsupported by reasonable articulable suspicion, including circumstances where officers purport to justify the stop based on information or evidence discovered after the stop was initiated, or that are otherwise in violation of MPD policy or law; ii. Searches that appear to be without legal justification or are in violation of MPD policy or law; iii. Stops or searches that, while comporting with law and policy, indicate a need for corrective action or review of agency policy, strategy, tactics, or training; iv. Arrests that are unsupported by probable cause, or are otherwise in violation of MPD policy; v. "Boilerplate" or conclusory language, inconsistent information, lack of articulation of the legal basis for the action, or other indications that the reports or forms may contain information that was not accurate at the time it was reported; and vi. Lack of clarity with respect to the specific role and involvement of each MPD officer, including specifying which officer saw or heard information or engaged with or observed an individual engaging in a particular manner or completing a particular activity. d. MPD will require that if necessary to properly assess one of the factors listed above in sub-paragraph (c), the supervisor or shift lieutenant will review relevant body worn camera video and/or make a referral to Internal Affairs.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team will verify the existence of a developed and implemented Plan for adequate supervision and review of Stops, Searches, Citations, and Arrests, and verify the plan contains all criteria required in this section. • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. • IE Team will examine reports, warrants and SSCA documents for "boilerplate" language and report deficiencies for corrective action by supervisors.
162	Part 5: Stops, Searches, and Arrests	Regular Supervisory Check-in Meetings. MPD will require sergeants to continue to conduct an in-depth check-in meeting with each officer under their command on at least a monthly basis. MPD will require that before each check-in, the sergeant will review at least three stop, search, citation, or arrest events, including all reports and relevant body worn camera video to determine whether the enforcement related actions are consistent with MPD policy and are properly documented. a. MPD will require that the review will also identify any deficiencies including: i. Searches, including circumstances where officers purport to justify the search based on information or evidence discovered after the search was initiated, conducted in violation of MPD policy or law; ii. Citations that are unsupported by probable cause, or are otherwise in violation of the law and MPD policy or procedure; iii. "Boilerplate" or conclusory language, inconsistent information, lack of articulation of the legal basis for the action, or other indications that the reports or forms may contain information that was not accurate at the time it was reported; and iv. Lack of clarity with respect to the specific role and involvement of each MPD officer, including specifying which officer saw or heard information or engaged with or observed an individual engaging in a particular manner or completing a particular activity. b. MPD will require that the enforcement related actions reviewed by the sergeant for the supervisee check-ins must present diverse circumstances, such as vehicle stops, pedestrian stops, protective frisks, other searches, or citations so that the supervisor can assess the officer's conduct performing a range of duties.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team will audit documentation of supervisors monthly check-ins with officers. • IE Team will audit whether SSCA reviews are conducted before supervisors meet with officers and adequately documented. • IE Team will evaluate whether and audit required documentation submitted by supervisors indicating deficiencies by officers under their Command. • IE Team will evaluate and audit whether supervisory check-ins are reviewing diverse circumstances when conducting their reviews. • IE Team will audit reports for boilerplate language and cross-check supervisory reviews for corresponding documentation. • IE Team will evaluate and audit whether supervisors are adequately reviewing the conduct of their subordinate officers while performing a range of their duties related to SSCA.
163	Part 5: Stops, Searches, and Arrests	MPD will require that a supervising officer document incidents that may contain deficiencies, such as those listed in Paragraphs 161 through 162, and provide timely feedback for growth and improvement to the officer who engaged in the incident, refer the officer to the MPD Training Division for additional training and/or support as necessary based on the incident, and/or refer the incident for investigation to Internal Affairs and any other independent police conduct review entity.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team, while assessing sections 161 and 162, will verify supervisors have provided documented and timely feedback to officers for their Growth and Improvement regarding identified incidents with deficiencies. • IE Team will verify that officers are being appropriately referred to the MPD Training Division for training or support or referred to IA, or any other independent police conduct review entity for investigation
164	Part 5: Stops, Searches, and Arrests	MPD will require that supervisors take appropriate action to address all apparent violations or deficiencies in officers' enforcement related contacts, such as investigatory stops or detentions, vehicle stops, searches, citations, and arrests, including deficiencies in reporting. Appropriate action may include any feedback for growth and improvement for the officer, referring the officer for training, and/or referring the incident for administrative or criminal investigation. For each subordinate, MPD will require the supervisor to track each violation or deficiency and the corrective action taken, if any, to identify officers needing repeated corrective action. MPD will require that the supervisors note each violation or deficiency in the appropriate data system that will feed into MPD's Early Intervention System.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team will periodically audit and regularly inspect officer police reports and SSCA documents for deficiencies and then cross-check for documented supervisory records indicating deficiencies have been appropriately addressed and verified action has been taken by the supervisor. • IE Team will cross-check for tracking of deficiencies and corrective action in MPD data systems that feed into the EIS system for each violation or deficiency.
165	Part 5: Stops, Searches, and Arrests	MPD will take appropriate corrective and/or disciplinary action against supervisors who fail to conduct complete, thorough, and accurate reviews of officers' enforcement related contacts, such as investigatory stops or detentions, searches, and arrests.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team will verify MPD Policy includes the required language to hold supervisors accountable for this section. • IE Team will cross-check IA records for disciplinary action taken on supervisors for failure to complete responsibilities that are required in sections 163 and 164.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
166	Part 5: Stops, Searches, and Arrests	MPD will take into account the quality and completeness of reviews of officer use of force, stops, searches, citations, and arrests in performance evaluations for supervisors, MPD command staff, or members of the MPD Review Panel. MPD policy will provide that the failure to identify and document prohibited, inappropriate, and/or unreasonable police enforcement activity, as required in MPD policy, may result in discipline.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team will verify MPD Policy includes the required language to hold supervisors accountable for this section. • IE Team will conduct an Annual audit of Performance Evaluations for quality and completeness of assessing officer's actions in UOF, SSCA and issuing of citations. • IE Team will assess the quality of reviews completed by supervisors, Command staff, and members of the Review Panel and report on their quality and completeness. • IE Team, in the course of their reviews and audits, will identify events indicating prohibited, inappropriate and/or unreasonable police enforcement activities and cross-check IA records to verify supervisors have been held accountable for any failures to identify and take action on deficiencies in areas included in this section.
167	Part 5: Stops, Searches, and Arrests	MPD will modify its written and electronic report format to electronically collect data on all enforcement related contacts, such as investigatory stops and searches, as detailed below. This system will allow for summarization and searches and also will be integrated into MPD's Early Intervention System. MPD's stop and search data collection system will be subject to the review and approval system set forth in the Independent Evaluation and Implementation Section of this Agreement, and will require officers to document the information described in this Agreement.	Mary Ann Viverette	<ul style="list-style-type: none"> • IE Team will audit MPD's written and electronic report format complies with this section of the Agreement. • IE Team will audit whether the system allows for summarization of events and search by SSCA categories • IE Team will verify this electronic system integrates into MPD's EIS. • IE Team will request regular reports on SSCA data to verify the system is capable of providing summarization. • IE Team conduct regular, at least bi-annual, analysis of EIS data. • IE Team will verify all approvals of these systems are in compliance with this section of the Agreement
168	Part 5: Stops, Searches, and Arrests	MPD will require that officers' probable cause and/or reasonable suspicion for their enforcement related contacts, such as investigatory stops and the facts on which the suspicion is based are documented in a specific and clear manner in a written or electronic report of the interaction, subject to the exception for Warnings for disorderly conduct and obstruction of legal process set forth above. MPD will prohibit officers from only using boilerplate language when describing the basis for an investigative stop or detention. Instead, MPD will require officers to use specific and individualized descriptive language. a. The amount of detail that MPD will require will vary with the complexity of the stop. Thus, for example, where an individual has been stopped because they ran through a stop sign, it will be sufficient to state "Individual ran through a stop sign at XYZ location." b. Where, however, an individual is stopped, for example, because they engaged in erratic driving behavior in the area of a homicide while matching a description of a suspect, MPD will require a correspondingly more detailed description.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. • IE Team will assess, at a minimum Quarterly, evidence of probable cause and reasonable suspicion while reviewing police reports for SSCA. • IE Team, in all areas of this agreement, will examine MPD documents for boilerplate language and report evidence of its use for follow-up by supervisors.
169	Part 5: Stops, Searches, and Arrests	Data from Vehicle and Pedestrian Stops. MPD will require that officers consistently and accurately document all stops and detentions in MPD's electronic data collection systems, subject to the exception for Warnings for disorderly conduct and obstruction of legal process set forth above. MPD will require that officers document in searchable fields the following information from stops and detentions: a. The officers' names and ID numbers specifying the role of each officer during the interaction; b. The date and time of the stop; c. The actual or apparent race and/or ethnicity, gender, and age of the person stopped; d. The location of the stop, including the street address or nearest intersection; e. A central identifying report number. This number will allow documentation of stops to be matched with documentation of any criminal or civil citation or arrest that results from the stop; f. Specific, individualized description of the facts that established reasonable suspicion to make an investigatory or vehicle stop, prior to the stop being made; g. The duration of the stop; h. Whether officers conducted a weapons frisk during the stop and, if so, the specific and articulable facts establishing reasonable suspicion that the detained individual was armed with a dangerous and deadly weapon; i. Whether officers conducted a search based on probable cause and, if so, the facts establishing probable cause to conduct a search; j. The type of search(es) conducted and whether each of those searches were discretionary or non-discretionary pursuant to MPD policy and procedure; k. Whether officers found any unlawful weapons, narcotics, or other contraband during a search, and the nature of such contraband; l. Whether the stop or detention began as a non-enforcement related contact; and m. The outcome of the stop, including whether officers issued a civil or criminal citation, made an arrest, issued a warning, and/or used reportable force during the stop.	Mary Ann Viverette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. • IE Team will verify whether officers document the information required in this section by Quarterly audits of MPD data collection systems. • IE Team will utilize data check lists to verify each area of this section is captured within MPD data systems. • IE Team, during Quarterly audits, will cross-check stops with criminal or civil citations and arrests. • IE Team will verify the data in this section is searchable in data systems.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
170	Part 5: Stops, Searches, and Arrests	Data from Vehicle Stops. In addition to the requirements detailed in the paragraph above, MPD will require that officers record the following information for all Vehicle Stops in searchable, filterable, and linkable fields: a. Separately identifying the actual or perceived race and/or ethnicity, gender, and age of the driver; and the actual or perceived race and/or ethnicity, gender, and age of the passengers or other occupants; b. Whether the driver or any passenger was ordered by an officer to exit the vehicle, specifying whether it was the driver or the passenger, and the reason for the order; c. Whether any officer approached the vehicle with a handgun unholstered; d. Whether a plain view search was conducted based on probable cause and, if so, the facts establishing probable cause to conduct a search; e. Whether a search that was conducted was of the driver, passenger, and/or the vehicle; and f. If any contraband was found, clarifying whether the contraband was found as a result of a search of a person, and if so which person, or of a vehicle.	Mary Ann Vivierette	<ul style="list-style-type: none"> • MPD will include all provisions in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy in coordination with the Parties. • IE Team will verify officers document the information required in this section by Quarterly audits of MPD data collection systems. • IE Team will utilize data check lists to verify each area of this section is captured within MPD data systems. • IE Team, during Quarterly audits, will verify items included in this section are searchable, filterable and have linkable fields. • IE Team will verify the data in this section is searchable in data systems. • IE Team will, at least Quarterly, conduct BWC audits in evidence.com of randomly selected events including SSCA events, to verify all requirements in this section are in compliance with this Agreement. Evaluator’s reports will include follow-up for corrective actions. • IE Team will review Internal Affairs and OPCR records for complaints of officers not following the policy. • IE Team will conduct ridealongs to verify that officers follow the policy.
171	Part 5: Stops, Searches, and Arrests	MPD will require that failure to accurately record the information above may be subject to discipline.	Mary Ann Vivierette	<ul style="list-style-type: none"> • IE Team will determine whether this Policy includes the required language. • IE Team will determine whether lesson plans include training on this topic. • IE Team will review Internal Affairs and OPCR records for complaints of officers not following the policy.
172	Part 6: Body Worn Cameras and In-Car Cameras	MPD will continue to develop, implement, and maintain a system of video recording officers’ encounters with the public with body worn cameras (“BWCs”). MPD will require that the use of BWCs is designed to increase officer accountability, improve trust and MPD legitimacy in the community, and supplement MPD’s records of law enforcement-related activities.	Eric Melancon	<ul style="list-style-type: none"> • MPD will include all provisions in Part 6 in its updated BWC policy and within all approved training. IE Team will review and approve the BWC policy in coordination with the Parties. • MPD will establish a BWC and Critical Incident Video Release Policy (to improve trust and MPD legitimacy in the Community) • IE Team will review Disciplinary Data to determine if referred policy violations that are sustained are resulting in adequate discipline and timely investigations (completion within 90 days of referral)
173	Part 6: Body Worn Cameras and In-Car Cameras	MPD will provide all officers assigned to patrol field duties with a functioning BWC with an adequate battery to last an entire shift and require them to wear BWCs and microphones with which to record law-enforcement related contacts as outlined in Minnesota law, with limited exceptions, including when requested by a victim or a witness of a crime or interacting with a confidential informant. MPD will develop and implement a written policy delineating the circumstances when officers will not be equipped with BWCs.	Eric Melancon	<ul style="list-style-type: none"> • IE Team will coordinate with Axon to determine what audit tools are available for IE Team to utilize and for MPD to utilize in future • IE Team will conduct audits to check battery life is sufficient for 12-hour shift duration to ensure a sufficient rate of compliance • IE Team will perform randomized checks using “Axon Aware” of battery life and activation to verify a sufficient rate of compliance • IE Team will review BWC contract with Axon to determine whether enough BWCs are procured. • IE Team will perform random in-person inspections of district stations during roll calls to determine if sufficient BWCs are distributed to all patrol officers. • IE Team will verify that MPD proposed policy exceptions to BWC usage are aligned with settlement agreement requirements and state law

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
174	Part 6: Body Worn Cameras and In-Car Cameras	At a minimum, MPD's BWC policy will: a. Clearly state which officers are required to use BWCs and under which circumstances; b. Require officers, subject to limited exceptions specified in writing, to activate their cameras when responding to calls for service and during all enforcement related contacts or activities that may evolve into enforcement related contacts that occur while on duty, and to continue recording until the conclusion of the incident(s); c. Require officers to articulate in writing or on camera their reason(s) for failing to record an activity that MPD policy otherwise requires to be recorded; d. Require officers to inform individuals that they are being recorded unless doing so would be unsafe, impractical, or unfeasible; e. Identify any restrictions on recording inside a home to address relevant privacy considerations and/or the need to protect witnesses, victims, and children; f. Establish a download and retention protocol, in accordance with Minnesota law, prohibiting the alteration, erasure, or destruction of the BWC prior to the expiration of the applicable retention period; g. Require periodic random sampling review of officers' videos for compliance with MPD policy and training purposes; and h. Specify that officers who knowingly fail to comply with the policy may be subject to discipline, training, or other remedial action.	Eric Melancon	<ul style="list-style-type: none"> · IE Team will verify that MPD will revise BWC Use Policy to align with all requirements of this paragraph and throughout Part 6 of the Agreement
175	Part 6: Body Worn Cameras and In-Car Cameras	MPD will require that officers comply with the BWC policy. MPD may impose discipline, training, or other remedial action on officers who do not comply with the BWC policy, as permitted by law.	Eric Melancon	<ul style="list-style-type: none"> · MPD will include all provisions in Part 6 in its updated BWC policy and within all approved training. IE Team will review and approve the BWC policy in coordination with the Parties. a. IE Team will conduct randomized audits of all groups identified in the policy that are subject to BWC policy. b. IE Team will conduct randomized Audits to determine whether activation of the BWC remains throughout the duration of the interaction with no deactivation, muting, or deliberate obscuring unless doing so is in compliance with policy as described in section e. c. IE Team will perform a qualitative review (on a quarterly basis) of all written explanations in RMS or CMS for why BWCs are not being activated when policy requires it and determine whether supervisors have approved (or denied) the stated reason. IE Team will confirm these actions are occurring within policy and appropriate action is taken. d. MPD will develop a process for procedural justice audits in conjunction with Stops Search and Arrest policy auditing. One of the requirements in the audit shall be officer introductions and notifications to subjects they are being recorded. Monthly audits by MPD should determine this action is occurring at a sufficient rate (when feasible). IE Team audits of data on a quarterly basis (either a re-review of MPD audits or conducting our own) must also determine this is occurring at a sufficient rate. e. IE Team will perform a qualitative review of instances where officers report they temporarily deactivated BWCs for approved privacy provisions and determine based on the circumstances of the incident whether such explanations are more than likely credible. A sufficient rate of all reported instances must be within policy to be compliant. f. IE Team will verify with Axon/City IT logs that BWC footage within the retention window has not been deleted by reviewing data log entries. g. See paragraph b and d on BWC audits – MPD will maintain a written Standard Operating Procedure for all BWC audits, SCA audits, Procedural Justice audits which will approved by IE Team. · IE Team will review IA and OPCR cases to determine the number referrals for BWC non-compliance and what the disciplinary outcomes are.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
176	Part 6: Body Worn Cameras and In-Car Cameras	MPD will require that every MPD officer wearing BWC must: a. Visually and physically inspect the BWC, confirm that it is the officer's assigned camera, fully charged, and operational at the beginning of each shift; and b. Notify a supervisor as soon as practical if, at any time, the officer's assigned BWC becomes inoperable (including when either or both of the audio or video recording functions is inoperable), damaged, or does not maintain a charge for a full shift.	Eric Melancon	<ul style="list-style-type: none"> • MPD will include all provisions in Part 6 in its updated BWC policy and within all approved training. IE Team will review and approve the BWC policy in coordination with the Parties. • IE Team will review IT logs from Axon BWCs to determine if there are activation patterns or issues • IE Team will perform in-person random inspections of BWC distribution and equipment during roll calls to determine a sufficient rate of compliance • MPD and City IT will develop a reporting mechanism (in electronic system) to document when/if BWC failures occur. IE Team will review these reports to confirm the appropriate actions are taken
177	Part 6: Body Worn Cameras and In-Car Cameras	MPD will promptly provide any officers who report an inoperable or damaged BWC with a temporary or replacement BWC, which will in no event be later than the beginning of the officer's next shift.	Eric Melancon	<ul style="list-style-type: none"> • Use of reporting mechanism outlined in paragraph 176
178	Part 6: Body Worn Cameras and In-Car Cameras	Within 120 calendar days of the Effective Date, the City will identify and repair or replace any non-functioning or malfunctioning in-car cameras. Thereafter, MPD will require that when officers are assigned to MPD vehicles that are equipped with in-car cameras, the officers will check that the cameras are fully functional at the beginning of each shift and make appropriate notifications when they are not, and the City will repair or replace any non-functioning or malfunctioning in-car cameras within 30 calendar days of an officer's report.	Eric Melancon	<ul style="list-style-type: none"> • MPD will include all provisions in Part 6 in its updated BWC policy and within all approved training. IE Team will review and approve the BWC policy in coordination with the Parties. • MPD and the City will provide a status of all in-car cameras as 100% operational. If not, MPD and the City will determine when full operational status will occur. • MPD and City IT to determine which reporting mechanism (ticket system, etc.) will record when such problems with in-car cameras may arise. • IE Team will evaluate the use of the reporting mechanism to determine if all reported problems with in-car cameras are being resolved within 30 calendar days.
179	Part 7: Training	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Bill Murphy	<ul style="list-style-type: none"> • Guiding principles.
180	Part 7: Training	The Parties agree that effective and quality training is an essential prerequisite to nondiscriminatory, constitutional policing that results in better public safety. MPD and the City recognize that to support a culture of continuous learning, employees benefit from receiving prompt and timely training, which often requires training on an upcoming policy or process change even before the change is implemented.	Bill Murphy	<ul style="list-style-type: none"> • Guiding principles.
181	Part 7: Training	The Parties also agree that MPD training allows MPD to set clear expectations to reinforce an organizational culture that values humanity, dignity, de-escalation, and the civil rights of individuals. During training, officers have an opportunity to learn how to implement policies and legal requirements effectively. It is useful for officers to practice skills in scenario-based, tactical settings so they have experience before they are expected to do something similar in the field for the first time.	Bill Murphy	<ul style="list-style-type: none"> • Guiding principles.
182	Part 7: Training	MPD and the City recognize that MPD policies provide guidance to officers, create expectations concerning behavior and conduct, and express the values of MPD while allowing for a measure of discretion in the application of policy. MPD and the City recognize that a mentality of unquestioning obedience would undermine MPD's written policies. MPD and the City recognize that officers must use critical decision-making skills to apply policies consistent with the policy objectives and with respect for the humanity, dignity, and civil rights of individuals.	Bill Murphy	<ul style="list-style-type: none"> • Guiding principles.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
183	Part 7: Training	<p>Training Needs Assessment. Within 180 calendar days of the Effective Date, and on an annual basis thereafter, MPD's Training Division will complete a Needs Assessment, which will, among other things identify and consider: a. Information reviewed by the MPD Review Panel, such as information collected from use of force or stops, searches, and arrests reviews, discipline and police misconduct complaints, and reports of officer safety issues; b. Recommendations from MPD oversight entities, including, but not limited to the Office of Police Conduct Review and the independent community oversight commission; c. Changes in the law, MPD policy, and to the Minnesota Board of Peace Officer Standards and Training requirements, as well as new applicable court decisions or litigation, if any; d. Research reflecting the latest in training benchmarks, procedures, and methods being implemented across the country; e. Input from trainees and MPD officers of all ranks, where appropriate, including information obtained from evaluation of training courses, instructors, and the Field Training Officer Program; and f. Trainee-to-instructor ratios.</p>	Bill Murphy	<ul style="list-style-type: none"> · MPD will conduct a national review on how to develop an Annual Master Training Plan (AMTP) which includes a Training Needs Assessment (TNA). · MPD will consult with other Academy Directors or Curriculum Directors on developing the AMTP, especially those involved in current consent decrees. · MPD must demonstrate that the TNA process included: <ol style="list-style-type: none"> 1. Focus Group discussions with: a) MPD review panel; b) Office of Police Conduct Review; c) local community groups; and d) internal department entities such as audit and implementation team, command and supervisory staff, Field Training Officers, Academy and in-service staff, and any other entities identified during focus group process. 2. Trends Analysis section that analyzes national law enforcement trends from recognized sources such as PERF, NIJ, IACP, COPS, or other major law enforcement agencies, and build in these trends into MPD curriculum. This analysis also includes any changes to state or local laws and their impacts on department policy and training. 3. Prioritized Training Matrix section that ranks training priorities considering mandates such as the MDHR Settlement Agreement (SA) paragraphs and any state or local training mandates such as Minnesota POST. · MPD will conduct a comprehensive review of the SA paragraphs and develop a matrix that breaks down the paragraphs into actions that can be referenced in developing the TNA and AMTP. · MPD will develop the AMTP and TNA to follow all internal and external training policies and procedures and determine whether they develop training that meets these requirements.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
184	Part 7: Training	Annual Training Plan. Within 30 calendar days of completing the annual Needs Assessment, the Training Division will develop a written Training Plan for MPD's Academy/pre-service training, field training, and in-service training so that MPD officers are trained to safely, effectively, and lawfully carry out their duties in accordance with the law, MPD policy, and this Agreement. MPD will implement the Training Plan in accordance with the timelines identified in the Plan.	Bill Murphy	<ul style="list-style-type: none"> · Upon completion of the TNA process - MPD will convene a training management committee to discuss curriculum development and the best training modalities to meet the TNA training objectives. Low Academy staffing levels may impact training delivery modality and other types of instructional modalities such as e-Learning and IE Team may consider this during this evaluation. · MPD will adhere to the stricter state standard outlined in the Minnesota Civil Rights legislation as the guidepost for developing training curriculum. It is important to develop curriculum that is centered on this legislation during the training development process. · MPD will invite MDHR or City Attorney representatives to participate in the curriculum development and design process. Otherwise, MPD will demonstrate the Parties were informed as to the direction of the process. · MPD will utilize different types of Adult Learning Theory (ALT) modalities such as Problem-Based Learning (PBL) or Scenario-Based Training (SBT) and embedded learning activities within the AMTP developed curriculum. · MPD will utilize integrated training concepts in the development of PBL and SBT exercises. · IE Team will review and approve all lesson plans and training documents related to any provision in the SA (in coordination with the Parties). · MPD will develop the AMTP to clearly identify how each SA paragraph or MN POST mandate was to be addressed within the plan. The AMTP will specifically identify SA paragraph numbers adjacent to the proposed training for clear understanding and traceability to the SA requirement. · MPD will develop the AMTP to adhere to all training ratios for classroom and psychomotor skills. · MPD will develop the AMTP to adhere to all instructor certification requirements. · MPD will develop the AMTP to identify appropriate staffing requirements to ensure consistent professional training. · MPD will develop Standard Operating Procedures (SOPs) that identify all AMTP and TNA timelines. The SOPs shall identify all key training processes and procedures such as the development of the AMTP so that future command and supervisory staff will have a guideline to understand the processes · MPD will conduct a train-the-trainer (T4T) session for all instructors and facilitators assigned to teach the new courses outlined in the AMTP. IE Team will approve the T4T and observe the training prior to implementation.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
185	Part 7: Training	<p>The Training Plan will: a. Identify training priorities, principles, and broad goals consistent with this Agreement; b. Identify and, as needed, develop training for MPD officers that emphasizes the humanity of all individuals and the obligations and importance of engaging with individuals in a professional manner to build community trust. This training will also teach officers skills and techniques that can be used to effectively engage in communications and interactions with the public aimed at building rapport with community members in Minneapolis; c. Prioritize the needs identified during the Needs Assessment and identify those needs that will be addressed by the Training Plan; d. Identify specific timelines for implementing each element of the Training Plan; e. Identify subject areas and frequency for various types of MPD training, including supervisory training for sergeants, lieutenants, inspectors, and command staff; f. Determine the mandatory and elective courses, consistent with this Agreement, to be provided as part of in-service training; g. Develop a plan to inform officers about in-service training, course offerings, and requirements; h. Determine which aspects of training can be delivered in a decentralized manner, including e-learning, and which training must be delivered in-person and/or through more intensive, centralized delivery so the training is effective and understood by trainees. MPD's Training Plan will integrate adult learning techniques; i. Identify necessary training resources the City will support MPD by providing, including, but not limited to, instructors, curricula, equipment, and training facilities; j. Identify community-based organizations that represent a broad cross section of the city to participate, as feasible, practical, and appropriate, in the development and delivery of the curriculum regarding subjects including, but not limited to, procedural justice, deescalation, and non-discriminatory policing, and make efforts to encourage such participation by such organizations; k. Establish a process to assess the content and delivery of all MPD training, including training provided by outside instructors or non-MPD trainers, to fulfill the requirements and goals of this Agreement. This process will allow for the collection, analysis, and review of course and instructor evaluations to document the effectiveness of and satisfaction with training, and the Training Division will consider this information to improve the quality of future instruction and curriculum and when completing its annual needs assessment; and l. Address any needed modification of training, including: i. Review and, as necessary, revision of training curricula and lesson plans for consistency, quality, and compliance with applicable law, MPD policy, and this Agreement; and ii. Identifying processes for reviewing and, as necessary, revising relevant trainings following a critical incident, an after-action report, and/or near miss incidents.</p>	Bill Murphy	<ul style="list-style-type: none"> • MPD will develop the AMTP to clearly address SA paragraph 185 subsections a) through l) within the plan. • MPD will design the AMTP to develop core in-service training courses that meet all SA and MN POST training requirement for a) police officers, b) supervisors, and c) command staff. The AMTP will distinguish between core-training requirements and elective course requirements. • MPD will implement an effective Learning Management System (LMS) that enables all department employees to be notified about upcoming training. The MPD LMS will track all training sessions conducted or upcoming and store all lesson plans, testing results, training compliance percentages, etc. • MPD will develop the AMTP to clearly identify how community groups can assist in the development and delivery of key training SA paragraphs. • MPD will recruit and hire (or contract with) a civilian professional Academic Dean that can assist in the development of curriculum and instructional design. The dean should possess at a minimum master's degree and preferably a PhD. Candidate should have proven experience with instruction and teaching adults. • MPD will develop the AMTP to address all SA core training topics such as: procedural justice, de-escalation, non-discriminatory policing, stop-search, citation & arrest (SSCA), and mission-vision-values (MVV). • MPD will revise its policies and procedures to determine whether training command staff (rank of Captain and above) participate in key internal processes such as Use of Force Review Boards (MPD Review Panels) and the review process for any major critical incidents. Any trends or patterns identified in these processes should be considered during the TNA and built into future training curriculum. • MPD will adopt a system to quickly notify department employees of significant findings from these review processes or major incidents.
186	Part 7: Training	<p>Policies that require in-service training. MPD will provide in-service training for MPD employees on content revisions to MPD's use of force, non-discriminatory and impartial policing, and stop, search, and arrest policies before issuing those updated policies, which must be completed within one calendar year of the Effective Date as stated in Paragraph 29. The City and MPD will provide training for other policy changes that the City or MPD determine require in-service training within 60 calendar days of the City or MPD issuing the policy.</p>	Bill Murphy	<ul style="list-style-type: none"> • MPD will create a process to determine whether key core topics such as UOF, SSCA, Non-Discriminatory (FIP), and MVV, can have policy updates and training can occur on the topics. • MPD will create a process to determine whether other changes to policy that require training can be implemented within 60 days of the effective date of approval for the policy. • MPD will have a policy update tracking process within Training Division that monitors changes to policies, directs instructors to update lesson plans, and stores the latest version of the training within their LMS. • MPD's Academy Director or his/her designee will have open communications with the Policy Director and implementation team and will receive routine updates to any changes to MPD policies so that training can take action to update the lesson plans and training documents. MPD's SOP will explain how this policy update process operates with the SA timelines embedded.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
187	Part 7: Training	Policies that do not require in-service training. Policy changes that do not require in-service training will be implemented through directives, video training, or roll call training at the same time as the policy is issued and officers will be held accountable to these policies immediately upon issuance.	Bill Murphy	<ul style="list-style-type: none"> MPD will have a roll call training program that involves both Policy Director and the implementation team that can assist the Academy Director in identifying training topics that do not require formal classroom training. This roll call training program shall be conducted on a regular basis and rotate key core training topics within the program. The Policy Director and implementation team can suggest other topics for inclusion based upon results of audits, incidents, trends or patterns. MPD may consider developing Daily Training Bulletins (DTB) that require employees to take in order to sign onto the internal department website. DTB often are issued when changes to policies are made and the department needs to ensure department employees understand the changes. DTB tend to have a multiple-choice test associated with the review which requires a passing score to access the system. If DTBs are not feasible, MPD will demonstrate alternative methods for ensuring officers are properly acknowledging new policies are issued so they can be held accountable
188	Part 7: Training	MPD will provide Academy training, field training, and in-service training so that they are sufficient in duration and scope to prepare officers to comply with MPD policies and procedures consistently and effectively, and in accordance with the law.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to identify all Academy and in-service training courses and classes that are sufficient in duration and scope so that MPD sworn and civilian employees understand department policies, procedures, and law.
189	Part 7: Training	MPD will use an adequate number of qualified instructors for pre-service Academy training, field training, and in-service training to implement the Training Plan.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the SOP to identify all instructor ratio requirements and certifications needed to be eligible to teach in the Academy or in-service courses. MPD will use the AMTP process to identify the numbers of instructors needed and certification required to teach each course within the AMTP and ensured that a T4T session occurred prior to teaching the new courses.
190	Part 7: Training	MPD will require that all instructors responsible for training are proficient in their subject matter and are qualified, including, as applicable, previous instructor experience, training in instruction and adult learning techniques, and instruction skills. In addition, MPD will consider an officer's performance evaluations, past performance as a police officer, and disciplinary history in selecting instructors.	Bill Murphy	<ul style="list-style-type: none"> MPD will establish a requirement that all instructors attend and pass the new MPD Instructor Development Course (IDC) prior to being allowed to instruct in Academy or in-service courses. This will be outlined in the SOP. The MPD Academy will have an instructor selection process that includes past performance, past discipline history, and considers diversity in the selection process.
191	Part 7: Training	MDHR, the City, and MPD value the experience of diverse community members who encounter MPD officers including but not limited to communities of color, Indigenous people, LGBTQ people, minors, immigrants, limited-English speakers, and persons with disabilities. The experiences of these diverse community members will inform and be incorporated into pre-service and in-service training. When MPD and the City engage community-based trainers, those trainers will have lived experiences and expertise to provide culturally competent training consistent with adult learning principles. The City and MPD will treat community-based trainers in the same manner as other external trainers who have appropriate subject matter expertise for particular topic areas.	Bill Murphy	<ul style="list-style-type: none"> The MPD will develop its SOPs to identify different levels of instructors so that appropriate training credential requirements can be audited. Generally, the SOP will identify three levels of instructors: 1) Academy assigned instructors; 2) adjunct instructors; and 3) guest lecturers. MPD will require that academy and adjunct instructors to attend the MPD IDC and follow all MN POST and department training certification requirements. Guest lecturers may attend IDC at the discretion of the Academy Director. This decision depends upon how much instruction will be required by the individuals and if modern police training modality (IDC) would benefit their personal delivery of the training topic they teach.
192	Part 7: Training	To meet the needs of MPD and the requirements of the Training Plan, MPD will actively recruit and seek to retain qualified instructors including but not limited to instructors who are: community members of all ages impacted by policing; legal and law enforcement professionals, such as judges, civil rights attorneys, prosecutors, and public defenders; crime victims; mental health service providers and consumers; and academics in the field of criminal justice reform, to participate in relevant courses.	Bill Murphy	<ul style="list-style-type: none"> The MPD will establish a Training Advisory Committee (TAC) made up of city attorneys, other law enforcement members (FBI, County, etc.), university professors, civil rights attorneys, mental health professionals, community members involved in police reform, etc. TAC members review and approve the AMTP and can be recruited as guest lecturers to assist in training delivery. The TNA process requires focus group discussions with various community groups who also can be recruited as guest lecturers for training delivery.
193	Part 7: Training	MPD will require that all new and current Training Division instructors and curriculum developers receive, as appropriate to their roles, initial and annual refresher training on subjects including, but not limited to, effective teaching, adult learning techniques, and curriculum development. MPD will further require that instructors are trained in the specific subject matter they are assigned to teach and, as appropriate, are also cross-trained in other related subjects so that they are equipped to deliver effective interdisciplinary instruction.	Bill Murphy	<ul style="list-style-type: none"> IE Team will audit instructor and curriculum developers training to ensure their materials meet the training requirements set forth in this Part. MPD will cross train their Academy, in-service, and adjunct instructors to teach various interdisciplinary subjects.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
194	Part 7: Training	Review of Instructors. The Training Division will conduct annual instructor performance reviews. Performance reviews will include classroom observations, trainee and peer review feedback, feedback from external instructors where appropriate, and in-person meetings with instructors to discuss performance and areas of improvement. These performance reviews will be considered in assessing whether instructors may continue to serve in that role.	Bill Murphy	<ul style="list-style-type: none"> • MPD will adopt an instructor evaluation process conducted by preferably an Academic Dean that possesses a master's degree or PhD and is very experienced in instructional design and delivery. • MPD will adopt a process that captures Academy and adjunct instructor classroom and SBT evaluations with discussion of performance and goals to improve. IE Team will regularly review these evaluations. • MPD will have an annual re-certification process of instructors which is generally tied to the Academic Deans's evaluation of performance. Failure to perform at a satisfactory level can result in re-assignment of instructors. • IE Team will conduct random classroom instructor evaluations and store the results of these evaluations in IE Team files. Any failures in training delivery observed by the monitors will result in immediate notification to the Academy Director with an expectation of corrective actions to be taken (including up to discipline and removal from training). • MPD will conduct Academy recruit peer evaluations. IE Team will regularly review these evaluations. • MPD will develop an in-service class or course evaluation survey that shall be filled out by students after each class is delivered. These surveys shall be reviewed by the Academy and Academic Directors and if needed, appropriate changes to training incorporated based on student feedback. • MPD will develop a process for recruits to evaluate the performance of Field Training Officers (FTO) and have a file with the results. IE Team will regularly review these files. • MPD will require an annual re-certification process for FTO's so that poor FTO's can be identified and re-assigned.
195	Part 7: Training	To adequately document all trainings, MPD will use a training data tracking system that will include a central and comprehensive database containing information on trainings attended by each officer, including in-service training and remedial training. The data tracking system will identify information including which officers require trainings and class attendance history, including which officers have missed classes. The data tracking system will additionally include trainees' results on any tests or scored evaluations. The system will be readily available to supervisors throughout MPD to facilitate their supervisory duties. MPD will require that adequate resources are provided to maintain the system up to date and review the data contained therein. MPD will review and analyze the content and delivery of training to determine whether the training provided to officers effectively prepares them to police fairly, safely, and in accordance with the law and MPD policy.	Bill Murphy	<ul style="list-style-type: none"> • MPD will implement a comprehensive LMS that tracks all training results and attendance and creates calendars for upcoming training that can be reviewed by department employees via the LMS. • MPD will track training compliance percentages and act against any employees who fail to attend training sessions without proper authorization. • MPD will provide IE Team with access to the LMS to monitor and closely track compliance. MPD implementation team will have to play a role in this accountability process as Training Division staff cannot be held accountable for failure of operational officers to attend training.
196	Part 7: Training	MPD will provide both knowledge-based and performance-based assessments that are designed, developed, administered, and scored to assess the knowledge and skills required for successful job performance in a reliable and fair manner and MPD will align those assessments with the materials delivered in training.	Bill Murphy	<ul style="list-style-type: none"> • MPD will adopt formalized training and testing processes for Academy and in-service trainings. Generally, during the AMTP process the Academy Director and Academic Dean will determine the testing criteria for the classes and courses to be taught in the AMTP. They will also develop the training and testing criteria for the Academy (pre-service training). The testing criteria may be based upon knowledge-based (multiple choice), SBT and testing with vetted instructor testing evaluation protocols, practical-application testing of psychomotor skills, or PBLs exercises in the classroom to test problem solving and critical thinking skills. • The TNA process also includes a Job Task Analysis (JTA) component that requires the consideration of civil service job tasks and competencies that are identified within each civil service job classification for police officers, sergeants, detectives, lieutenants, etc., up to the level of at-will hirings of staff and command officers. • MPD will develop Academy recruit and safety manuals that outline testing protocols and requirements to conduct safe training sessions.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
197	Part 7: Training	Any training required by this Agreement that is conducted by MPD, an outside instructor, or non-MPD entity, including community-based instructors, will be reviewed by MDHR, and approved by the Independent Evaluator prior to implementation. a. The City and/or MPD will provide the training materials to MDHR and the Independent Evaluator. b. MDHR will have 14 calendar days from the date the City and/or MPD provides the training materials to MDHR and the Independent Evaluator to review and provide its comments to the City and/or MPD and the Independent Evaluator. c. The Independent Evaluator will have 30 calendar days from the date the City and/or MPD provides the training materials to MDHR and the Independent Evaluator to either provide its approval that the training complies with this Agreement or provide comments to the City and/or MPD. d. The City and/or MPD will consider the comments provided by MDHR and the Independent Evaluator and, if needed, make changes to its proposal. e. The Independent Evaluator must provide approval for the training to go into effect and approval will not be unreasonably withheld and will be deemed granted within 30 calendar days from the date the City and/or MPD provides the training materials to MDHR and the Independent Evaluator if there has been no substantive response.	Bill Murphy	<ul style="list-style-type: none"> • MPD will develop a process to determine whether any lesson plans and training documents subject to the requirements of the SA are reviewed by MDHR within 14 days of delivery and by IE Team within 30 days of delivery. The transfer of the training lesson plans and documents shall occur simultaneously to both parties so as to not delay their reviews. Both MDHR and IE Team shall deliver their comments on the training documents within their respective timelines. • IE Team shall approve the lesson plans and training documents subject to the requirements of the SA prior to the end of the timelines and before any training delivery. Any comments offered by IE Team and MDHR shall be considered by MPD and a written explanation of any rejection of the comments within the updated training materials shall be given to IE Team and MDHR.
198	Part 7: Training	In addition to the training components identified in the Training Plan section, as well as the components identified in the Training Development, Delivery, and Evaluation section above, MPD will also provide the following subject area specific trainings for MPD officers.	Bill Murphy	<ul style="list-style-type: none"> • MPD will develop the AMTP to cover the core topics outlined in paragraphs 199-240.
199	Part 7: Training	Quality training is essential for creating and maintaining a non-discriminatory, effective public safety system. Police departments teach and reinforce their organizational culture to officers during training by communicating expectations. Quality trainings also enable officers to implement policies effectively. During training, officers have an opportunity to learn tactics and skills in scenario-based, tactical settings so they have some experience before they are expected to do something similar in the field for the first time. During training, trainers also can reinforce how officers should interact with community members.	Bill Murphy	<ul style="list-style-type: none"> • MPD will develop the TNA to identify cultural issues that may impede progress towards developing a modern professional police organization. If so, these cultural issues need to be addressed within the AMTP and reinforced in the classroom with PBL exercises and SBT and testing protocols outside the classroom. The successful completion of AMTP process will be one of the methods to facilitate effective positive cultural change on MPD. Conducting professional training that respects civil rights while incorporating proper tactical considerations for officer safety is paramount to this change. This requires the implementation of training constructs into MPD training. • IE Team will continuously review MPD’s adoption of the “whole person” approach to training to determine whether warrior-mentality concepts are not being taught. The “whole person” approach considers the impact on the community in any actions taken by officers and teaches them to embrace community engagement as a tenet of the “Affective” part of the training triangle that reinforces the department’s Mission, Vision, and Values (MVV).
200	Part 7: Training	MPD’s pre-service and in-service training must provide officers with knowledge of policies and laws regulating the use of force; equip officers with tactics and skills, including de-escalation techniques, to prevent or reduce the need to use force or, when force must be used, to use force that is objectively reasonable, necessary, and proportional under the totality of the circumstances; and require appropriate supervision and accountability.	Bill Murphy	<ul style="list-style-type: none"> • MPD will develop the TNA and AMTP processes to require consideration of and review of all policies tied to the training topics being developed. Core training topics such as UOF shall require reviews of the new and/or updated policy and the training delivery methods that will test knowledge of these policies. The training development and delivery shall be based upon Minnesota Civil Rights laws and legislation and exceed any federal constitutional laws.
201	Part 7: Training	MPD’s training regarding the use of firearms, Tasers, MPD authorized chemical irritants, impact weapons, and other force options that MPD currently authorizes or may authorize in the future will be consistent with its commitment to non-discriminatory policing and de-escalation as core principles. Any initial training, qualification, or requalification regarding these force options will incorporate scenario-based elements, including scenarios in which officers achieve resolution without employing force. MPD’s training regarding these force options will also provide specific guidance to officers regarding required procedures and techniques after each of these force options are used, including procedures and techniques for limiting an individual’s injuries.	Bill Murphy	<ul style="list-style-type: none"> • MPD will develop the AMTP to consider a commitment to non-discriminatory policing and de-escalation principles in the development of training lesson plans, SBT and testing, and PBL exercises in the classroom. • IE Team will evaluate and assess SBT and PBLs scenarios and exercises to determine the frequency on no-force outcomes during the training sessions. • IE Team will evaluate and assess the use of the VIRTRA - force options simulator to determine if non-force outcome scenarios occur at an >80% rate. • MPD will adopt a de-escalation policy and training directive that identifies proven de-escalation techniques that can be trained to and tested in training. IE Team will observe trainings to evaluate whether these techniques and principles actually embedded in the training.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
202	Part 7: Training	MPD will provide officers with proficiency training on the use of chemical irritants before they are approved to carry and/or use chemical irritants. Such training will include protocols regarding officers' responsibilities following chemical irritants use, including minimizing exposure of non-targeted individuals and decontamination of those exposed, and how to recognize symptoms of a significant adverse reaction. Symptoms of a significant adverse reaction include but are not limited to blistering, burns, difficulty breathing, excessive pain, visual disturbance, and/or an altered mental state. MPD will require and provide training to officers to render aid consistent with their training and experience and arrange immediate transport to a hospital for medical treatment for individuals on whom chemical irritants have been used under the following circumstances: (a) when they exhibit symptoms of a significant adverse reaction after having flushed the affected areas; and/or (b) when they indicate that they have a pre-existing medical condition (e.g. asthma, emphysema, bronchitis, heart ailment) that may be aggravated by chemical spray.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop its SOPs and safety manual to adequately address how to use all less-lethal force options – including chemical irritants – and the training proficiency and safety requirements to conduct training sessions for these force options. MPD will develop its training policy and the SOP to cover the responsibilities of officers when they deploy less lethal force options such as the need to provide immediate medical treatment. MPD will adopt as part of its UOF policy the overriding concept of “sanctity for life” as the main guiding principle when officers use force.
203	Part 7: Training	MPD will provide all current MPD officers with no fewer than 16 hours of use of force and de-escalation training within one year of the Effective Date and no fewer than 8 hours of in-service use of force and de-escalation training on at least an annual basis thereafter, and more frequently when necessitated by developments in applicable law and MPD policy. These training hours do not include firearm certification or training hours. Trainings related to the use of force and de-escalation will be in-person, include scenario-based training, and rely upon adult learning principles. MPD will coordinate and review all use of force training to assure quality, consistency, and compliance with federal and Minnesota law, MPD policy, and this Agreement.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP with an outline how the initial 16-hours of UOF training are addressed and the appropriate timelines for delivery. MPD will develop the AMTP with an outline how the 8-hours of annual UOF training were addressed with appropriate timelines for delivery. MPD will adopt a policy on “UOF and de-escalation” that is approved by IE Team before training is developed. MPD will develop the AMTP to identify all core training topics and a majority of psychomotor skills training to be in-person training. MPD should maintain sufficient staff resources in the training division in order to timely deliver and adequately train officers on all policy updates required by the Agreement.
204	Part 7: Training	The annual use of force training will include quality and effective training consistent with the objectives of this Agreement and with MPD's use of force policy, the requirements of which are detailed in this Agreement. The training will also include: a. Role-playing scenarios and interactive exercises that illustrate proper use of force decision-making, with a specific focus on how to interact with individuals who tense and when it is appropriate to use force against individuals who tense; b. Ethical decision-making and peer intervention, principles of procedural justice, the role of implicit bias, and strategies for interacting with individuals in crisis; c. Use of force reporting, investigation, and review requirements, including documenting reportable use of force incidents; d. Communication with fellow officers to indicate clearly and loudly when a threat no longer exists so that officers can modulate downward or stop entirely their use of force; e. How to interact with a driver who is legally armed, through scenario-based training, as an individual officer or a pair of officers on scene; f. Training by an external expert to support officer health and wellness in response to high-stress situations; and g. Other topics as determined based on the training needs assessment required by this Agreement.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to include all paragraph 204 sub-section training topics and requirements for annual UOF training within the plan.
205	Part 7: Training	MPD will also provide initial training on all of the topics identified above to all recruits as part of its recruit training curriculum.	Bill Murphy	<ul style="list-style-type: none"> MPD will incorporate into their Academy training all of the components of the main core training topics identified within each of the SA paragraphs.
206	Part 7: Training	MPD will prohibit officers from participating in warrior-style training as defined by Minnesota law, fear-based training, private militia training, or any training that de-humanizes individuals or encourages aggressive conduct that de-emphasizes the value of human life or individuals' civil rights or increases the likelihood of the use of force unnecessarily. MPD will require officers who seek additional training, not provided by MPD, to attest that the training the officer seeks to complete complies with this requirement. If the officer knew or should have known that the additional training does not comply with this requirement, then MPD may subject the officer to discipline for attesting that the training did comply with this requirement. In furtherance of this requirement, MPD may develop a list of preapproved trainings that meet these criteria.	Bill Murphy	<ul style="list-style-type: none"> MPD will implement the training construct of “whole person” that specifically disavows “warrior” style training concepts in favor of guardianship mentality. MPD will incorporate into the AMTP process the requirement to use Minnesota Civil Rights laws and legislation as the basis to develop training protocols and materials. MPD will adopt a specific policy (or SOP) governing outside training evaluations prior to approving the training for officers so that officers are not subject to training concepts that conflict with the SA paragraphs.
207	Part 7: Training	MPD will continue to require officers to receive annual training on active bystandership and peer intervention skills through the Active Bystandership for Law Enforcement (“ABLE”) Project or through a training that is consistent with the principles of ABLE.	Bill Murphy	<ul style="list-style-type: none"> MPD will conduct annual ABLE training and incorporate ABLE training into the AMTP.
208	Part 7: Training	Within one calendar year of the Effective Date, MPD will provide supervisors of all ranks, as part of their supervisor training, training on the following: a. Conducting use of force reviews or investigations appropriate to their rank; b. Strategies for effectively directing officers in de-escalation principles and acting to intervene on the individual's behalf when any use of force is observed that is prohibited, inappropriate, unreasonable, or otherwise in violation of policy; and c. Supporting officers who report objectively unreasonable or unreported force, or who are retaliated against for attempting to prevent objectively unreasonable force.	Bill Murphy	<ul style="list-style-type: none"> MPD will conduct supervisory training that fulfills the requirements of paragraph 208 sub-sections a) through c) and include this training within the AMTP.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
209	Part 7: Training	MPD will provide all officers with training on stops, searches, citations, and arrests, including the requirements of this Agreement, of no fewer than 16 hours within one year of the Effective Date and at least 4 hours on an annual basis thereafter. Such training will be taught by a qualified legal instructor with significant knowledge of non-discriminatory policing, consistent with the Minnesota Human Rights Act and corresponding federal law, as well as Minnesota and United States Constitutional requirements and related law; MPD policies and procedures; and this Agreement's requirements regarding enforcement related contacts, such as investigatory stops and detentions, searches and seizures, citations, and arrests, including: a. The difference between: various police contacts by the scope and level of police intrusion; probable cause, reasonable articulable suspicion, and mere speculation; and truly voluntary and consensual encounters; b. The facts and circumstances that may be considered in initiating, conducting, terminating, and expanding an investigatory stop, a vehicle stop, or detention; c. The facts and circumstances that may be considered when determining whether to issue a citation or arrest an individual; d. The level of permissible intrusion when conducting searches, such as pat downs and frisks; e. The nature and scope of searches based on the level of permissible intrusion on an individual's privacy interests and particular types of searches; f. Procedures for executing searches, including handling, recording, and taking custody of seized property or evidence; and g. The effect that differing approaches to stops, searches, and arrests can have on community perceptions of police legitimacy and public safety.	Bill Murphy	• MPD will develop the AMTP to outline how the initial 16-hours of SSCA training were addressed with appropriate timelines for delivery.
				• MPD will develop the AMTP to outline how the 4-hours of annual SSCA training were addressed with appropriate timelines for delivery.
				• MPD will develop the AMTP to address all paragraph 209 sub-sections a) through g) topics or requirements.
				• MPD will adopt a policy on SSCA that was approved by the Parties and IE Team before training on SSCA is developed.
				• MPD will develop the AMTP to identify all core training topics and a majority of psychomotor skills training to be in-person training.
210	Part 7: Training	MPD will review these trainings regularly, at least once per year, and update them if necessary to continue to reflect non-discriminatory policing obligations under current law and constitutional requirements.	Bill Murphy	• MPD will develop protocols in the AMTP and SOPs to determine whether this occurs.
211	Part 7: Training	Within one calendar year of the Effective Date and annually thereafter, MPD will train its officers on the elements of the offenses of Obstruction of Legal Process and Disorderly Conduct. The training will: a. Instruct officers not to issue a citation to or arrest an individual when an individual is engaged in conduct that offends, annoys, or insults an officer, unless that conduct physically interferes with an officer completing their duties or the individual poses a threat to public safety; b. Include strategies officers can use, without arrest or citation, to safely address or ignore conduct that offends, annoys, or insults an officer where that conduct does not otherwise physically interfere with an officer completing their duties and where the individual does not pose a threat to public safety; and c. Affirm that arrests and citations for these offenses may only be used in a nondiscriminatory and non-retaliatory manner.	Bill Murphy	• MPD will develop the AMTP to address paragraphs 211-213 and determine whether the topics and requirements are covered.
				• As this paragraph does not identify an actual required amount of training hours, IE team will evaluate training to determine whether it is reasonably adequate to meet the paragraph's requirements.
212	Part 7: Training	Within one calendar year of the Effective Date, MPD will provide training for supervisors to complete comprehensive and meaningful supervisory reviews of officers' enforcement related contacts, such as investigatory stops or detentions, vehicle stops, searches, and arrests.	Bill Murphy	• Requirement incorporated into process outlined for paragraph 211
213	Part 7: Training	In addition to incorporating non-discriminatory policing principles into its training curricula related to police enforcement activity such as use of force, stops, searches, and arrests, MPD will also provide separate, additional Non-Discriminatory Policing Training to all officers.	Bill Murphy	• Requirement incorporated into process outlined for paragraph 211
214	Part 7: Training	Overview of Non-Discriminatory Policing Training. MPD agrees to provide all officers with 16 hours of effective and quality training on non-discriminatory policing within one calendar year of the Effective Date, and 8 hours annually thereafter, based on areas for growth and development as evidenced by MPD's own enforcement data, and any developments in Minnesota law, federal law, or MPD policy and procedure. Such training will emphasize that discriminatory policing in the form of either selective enforcement or non-enforcement of the law, including the selection of enforcement or non-enforcement practices based upon stereotypes or bias, is prohibited by the law and MPD policy. The training will include an appropriate modality or combination of modalities (scenario-based, classroom, etc.) and substantive training assessment tools. Such training will emphasize that discriminatory policing is a violation of MPD policy and Minnesota and federal law. MDHR and the Independent Evaluator will approve of external trainers that MPD seeks to obtain to conduct training for officers as well as supervisors.	Bill Murphy	• MPD will develop the AMTP to outline how the initial 16-hours of Non-discriminatory training are addressed, with appropriate timelines for delivery.
				• MPD will develop the AMTP to outline how the 8-hours of annual Non-discriminatory training are addressed, with appropriate timelines for delivery.
				• MPD will develop the AMTP to address all paragraph 215 sub-sections a) through j) topics or requirements.
				• MPD will adopt a policy on "non-discriminatory policing" that was approved by IE Team and the Parties before training is developed.
				• MPD will develop the AMTP to identify all core training topics and a majority of psychomotor skills training to be in-person training.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
215	Part 7: Training	Content of Non-Discriminatory Policing Training. The Non-Discriminatory Policing Training will address: a. Racially disparate trends in MPD's enforcement data, including its use of force and stop data, to address and correct selective enforcement or non-enforcement; b. Methods and strategies for more effective policing that rely upon non-discriminatory factors; c. Perspectives related to procedural justice and discriminatory policing shared by community members; d. MPD policy requirements and legal requirements under the Minnesota Human Rights Act and other legal requirements related to unlawful discrimination; e. The protection of civil rights as a central part of the police mission and as essential to effective policing and public safety; f. The existence and impact of stereotyping as well as explicit and implicit bias; g. The specific history and challenges related to racism, race inequity, and race relations in policing in the City of Minneapolis; h. Instruction in the data collection protocols required by this Agreement; i. Identification of key decision points where prohibited discrimination can take effect at both the incident and strategic-planning levels, and an assessment and analysis of how those decision points manifest in MPD's enforcement data currently; and j. Methods, strategies, and techniques to reduce misunderstanding, conflict, and complaints due to bias or discrimination or perceived bias or discrimination, including through procedural justice principles consistent with the "LEED" Model: Listen, Explain, Equity, and Dignity.	Bill Murphy	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 214
216	Part 7: Training	Within one calendar year of the Effective Date, MPD will revise, as necessary and appropriate, the Field Training Officer Program to comport with MPD's Training Plan and the Guiding Principles of this Agreement.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP address updates to the FTO program and training requirements.
217	Part 7: Training	Requirements for Field Training Officer Program. The Field Training Officer Program will provide field training for trainees who have completed their recruit or Academy training. The Field Training Officer Program will be at least 5 months in duration and include at least five training cycles. MPD will require that trainees in the Field Training Officer Program train with different field trainers during each of their training cycles.	Bill Murphy	<ul style="list-style-type: none"> MPD will conduct a review and then make improvements to their FTO program to determine whether it meets the requirements outlined within the SA.
218	Part 7: Training	Competencies required for trainees to be field qualified. The Field Training Officer Program will designate a trainee as "field qualified," as defined by this Agreement, only after they have successfully completed the entire program. To become "field qualified," a trainee must demonstrate competency in at least the following topics: non-discriminatory, constitutional policing; independent problem solving using critical decision-making; the ability to understand, use, and manage their own response to stressful situations to communicate respectfully and defuse conflict or de-escalate in a variety of situations; the ability to act with honesty and integrity; the ability to collaborate with team members; implementation of MPD policy and procedure including policies related to use of force, and stops, searches, and arrests; and accurately documenting MPD enforcement activity as required by MPD policy.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop a new 40-hour FTO training program to determine whether it meets the requirements outlined within the SA.
				<ul style="list-style-type: none"> MPD will develop a robust FTO manual that covers the requirement outlined within the SA.
219	Part 7: Training	Assessments of trainees. The Field Training and Evaluation Program will continue to require that field trainers document trainees' progress and performance each day, at the end of each cycle of training, and, if necessary, at the end of any additional remedial training cycles. MPD will require field trainers to identify and document areas for trainee improvement in those reports. MPD will also require that: a. In each end-of-cycle report, the Field Training Officer Program supervisor, in consultation with the chain of command, will assess whether the trainee should progress to the next cycle of training based on the trainee's performance and compliance with the Field Training Officer Program standards. b. Field trainers may recommend specific remedial field or classroom training for a trainee. Any recommendation for remedial training will be provided as promptly as possible to the commander of the Training Division, or their designee, such as the Field Training Officer Program supervisor, and must be documented in the trainee's training record, including, but not limited to, any final summary reports. Recommendations for remedial training must be reviewed by those necessary supervisors and, if approved, recommended training must be completed by the trainee before the trainee completes the Field Training Officer Program. c. The commander of the Training Division, or their designee, will review a trainee's performance at the request of an assigned field trainer or supervisor and have the power to recommend separation, re-training by the Academy, or additional field training. d. For a trainee to be deemed "field qualified," all end-of-cycle reports must be completed by the field trainer and reviewed and approved by the necessary supervisors with the MPD officer demonstrating the competencies detailed above.	Bill Murphy	<ul style="list-style-type: none"> MPD will adopt FTO policies and an FTO manual that addresses all of paragraph 219 sub-sections a) through d) training topics or requirements.
220	Part 7: Training	Selection of field trainers. MPD will review and, as necessary, revise its field trainer selection policies and procedures to effectively attract and retain qualified field trainers who are committed to following and teaching MPD policy, supporting a culture of continuous learning within MPD, and teaching trainees how to make independent critical decisions to advance non-discriminatory policing. a. MPD's policies and procedures will continue to delineate the criteria and methodology for selecting field trainers. Subject to any relevant collective bargaining agreements, MPD will review and, as appropriate, revise its eligibility criteria and promotional practices so that field trainers are selected based on their applications, previous performance, behavior, and conduct as police officers, field training examination scores, and disciplinary histories. b. MPD will require that all field trainers receive a minimum of 40 hours of initial training, as well as a minimum of 8 hours of additional annual training, consistent with the Training Plan.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop a new 40-hour FTO training program and 8-hours of annual FTO training to determine whether it meets the requirements outlined within the SA.
				<ul style="list-style-type: none"> MPD have FTO polices and an FTO manual that covers the requirement outlined within paragraph 220.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
221	Part 7: Training	Training for field trainers. MPD will require that field trainers who, in the 120 calendar days preceding the Effective Date, have not received initial or refresher training will, within 180 calendar days of the Effective Date, receive training that is adequate in quality, quantity, scope, and type, and that addresses subjects including, but not limited to management and mentoring as well as the competencies that trainees are expected to demonstrate in order to become field qualified, and any recent substantive changes made to the recruit training curriculum. MPD will promptly notify field trainers of any substantive changes to policies and practices that affect their roles as mentors and trainers of police officers in training. MPD will require that field trainers maintain and demonstrate their proficiency in managing and mentoring police officers in training, as well as modeling and teaching, by their example, the competencies that trainees are expected to demonstrate in order to be "field qualified." The Training Division will maintain documentation of the training of field trainers.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop a new 40-hour FTO training program that meets the requirements of this paragraph and deliver this training to all FTOs who have not previously received as required per this paragraph. Training will cover the topic of "how to train and mentor" recruits. MPD will adopt FTO policies and include provisions on in its FTO manual to address FTO re-certification requirements as required in this paragraph. MPD will establish a notification process to inform FTOs of any changes to policies and procedures.
222	Part 7: Training	Trainee Engagement and Feedback. MPD will provide a mechanism for trainees to provide confidential feedback regarding their field training, including the extent to which their field training was consistent with what they learned at the Academy; whether their field trainers did or did not provide effective guidance and instruction; and suggestions for changes to recruit training based upon their experience in the Field Training Officer Program. The Training Division and MPD Review Panel will review aggregate trainee feedback on a quarterly basis; will document their responses to the trainee feedback, including the rationale behind any responsive action taken or decision to take no action; and as necessary, share such feedback with the field trainers and their supervisors.	Bill Murphy	<ul style="list-style-type: none"> MPD will update policy and the FTO manual to satisfy the requirements of the paragraph. The FTO manual shall outline a process for the recruits in the FTO program to provide confidential feedback regarding their FTO's ability to effectively train. MPD will adopt a process for the Training Division and the MPD Review Panel to review aggregate feedback on a quarterly basis. This process should be captured with the FTO policy and FTO manual.
223	Part 7: Training	Trainer Engagement and Feedback. MPD will provide a mechanism for field trainers to provide feedback regarding the quality of the Field Training Officer Program, including suggestions for changes to field training, the trainee evaluation process, and recruit training. The Training Division and MPD Review Panel will review field trainer feedback on a quarterly basis; will document their responses to the trainee feedback, including the rationale behind any responsive action taken or decision to take no action; and as necessary, share such feedback with the field trainers and their supervisors.	Bill Murphy	<ul style="list-style-type: none"> MPD will demonstrate evidence that the TNA focus group process includes interviews of selected FTOs to gain their insights into how to improve Academy training and better prepare recruits for field deployment. MPD will include review of FTO feedback in its quarterly meeting process to address short term changes to the FTO program.
224	Part 7: Training	Review of Field Training Officer Program. The Training Division will annually review the Field Training Officer Program and consider recent updates to Field Training benchmarks, procedures, and methods being implemented across the country as well as feedback and recommendations from field trainers and trainees. Based on this information, the Training Division will recommend to the Police Chief the implementation of any appropriate changes to policies or procedures related to the Field Training Officer Program.	Bill Murphy	<ul style="list-style-type: none"> MPD will conduct an annual review of the FTO program and make any necessary changes to policies and procedures. IE Team will review the annual review and its recommendations before changes to FTO program policies or procedures are finalized. MPD will demonstrate that the TNA trends analysis process considered practices from FTO programs across the country and has given consideration on how to incorporate these practices into MPD's FTO program.
225	Part 7: Training	MPD will require that supervisors provide close and effective supervision to: a. Establish and enforce throughout MPD the expectation that officers will police in a manner that is consistent with statutory and constitutional law, and MPD policy; b. Provide leadership, counseling, direction, and support to officers as needed; c. Lead efforts to increase public trust; d. Respond to, document, review and investigate stops, searches, citations, arrests, uses of force, and other officer conduct as required by MPD policy; e. Identify potential misconduct and performance issues so that they are adequately addressed as required by MPD policy; and f. Identify training and professional development needs and opportunities on an individual, squad, and department-wide level.	Bill Murphy	<ul style="list-style-type: none"> MPD will adopt changes to its policy manual on supervision to satisfy the requirements of paragraph 226-227. MPD will develop the AMTP to address the content within this paragraph in its 8-hour supervisor training class being developed and scheduled for training delivery.
226	Part 7: Training	Effective, comprehensive supervisory training prior to the start of a promotional assignment is essential to successful supervision. Within one calendar year of the Effective Date, MPD will develop and implement mandatory supervisory training for all new and current supervisors. This training for new and current supervisors may be different, but both will include the following topics: a. Techniques for effectively guiding and directing officers and promoting effective and constitutional police practices; b. De-escalating conflict; c. Evaluating written reports, including identification of boilerplate or conclusory language that is not accompanied by specific facts; d. Investigating officer uses of force; e. Building community partnerships and guiding officers on this requirement; f. Understanding supervisory tools such as the Early Intervention System and body worn cameras; g. Responding to and investigating allegations of officer misconduct; h. Evaluating officer performance; i. MPD disciplinary system requirements, and non-punitive corrective actions; and j. Monitoring use of force for consistency with policies and legal updates.	Bill Murphy	<ul style="list-style-type: none"> MPD will adopt changes to its policy manual on supervision to satisfy the requirements of paragraph 226-227. MPD will develop the AMTP to address the content within this paragraph in its 8-hour supervisor training class being developed and scheduled for training delivery.
227	Part 7: Training	The supervisory training for new supervisors will include a field training component that will enable newly promoted supervisors to better understand the duties of their positions.	Bill Murphy	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 226.
228	Part 7: Training	All sworn supervisors will receive annual in-service training concerning supervision, which may include updates and lessons learned related to the topics covered in the initial supervisor training and other areas covered by this Agreement.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address the contents of this paragraph within the TNA focus group supervisor interview process.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
229	Part 7: Training	MPD will hold supervisors accountable for the quality and effectiveness of their supervision, including whether supervisors identify and effectively respond to misconduct and whether they hold officers accountable for respectfully engaging with community members.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address the contents of this paragraph and clearly train supervisors that they may be held accountable for failing to appropriately investigate misconduct complaints. MPD will develop the AMTP to address the contents of this paragraph with the core training topic of police misconduct.
230	Part 7: Training	MPD will offer training opportunities to officers interested in promotional opportunities including mentoring by sergeants and lieutenants and peer ride-alongs and shadowing for specialty units.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop a career development and mentorship program that allows for the contents of this paragraph to be addressed. These specific training opportunities are not associated with the Academy and fall onto the police operations side of the department.
231	Part 7: Training	Training for current police misconduct investigation personnel. Within 180 calendar days of the Effective Date, the City and MPD will provide all City and MPD employees who are assigned to conduct investigations of police misconduct with at least 16 hours of in-service police misconduct investigation training, and 8 hours of annual in-service police misconduct investigation training thereafter.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to outline how the initial 16-hours of police misconduct training are addressed with appropriate timelines for delivery. MPD will develop the AMTP to outline how the 8-hours of annual police misconduct training are addressed with appropriate timelines for delivery. MPD will develop the AMTP to address all paragraph 233 sub-sections a) through n) topics or requirements. MPD will adopt a policy on “police misconduct ” that was approved by IE Team and the Parties before training is developed. MPD will develop the AMTP to identify this training to be in-person.
232	Part 7: Training	Onboarding training for police misconduct investigation personnel who are newly assigned or hired. Within 180 calendar days of being assigned or hired to conduct investigations of allegations of police misconduct, all City or MPD employees so assigned or hired will receive training that relies upon adult learning principles and includes opportunities in-person to practice and develop their interviewing and investigative skills. The City and MPD will coordinate and review all investigative training to assure quality, consistency, and compliance with federal and Minnesota law, City and MPD policy.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address the need for interviewing skills and ALT. MPD will develop the AMTP to include City Attorney participation in the training development and training delivery processes (T4T)
233	Part 7: Training	Content of police misconduct investigation training. The initial and annual in-service training for City and MPD employees who investigate allegations of police misconduct will include instruction in: a. How to properly handle complaint intake, and the consequences for failing to take complaints; b. Effectuating procedural justice, including techniques for communicating with complainants and members of the public; c. The collection of objective verifiable evidence; d. As applicable, the process for seeking a signature from the Commander of Internal Affairs or the Director of the Office of Police Conduct Review on an official complaint document where necessary in the absence of a signed complaint; e. Investigative skills, including proper interrogation and trauma-informed interview techniques, gathering and objectively analyzing evidence, and data and case management; f. The challenges of investigations, including identifying alleged misconduct that is not clearly stated in the complaint or that becomes apparent during the investigation; g. Identifying direct and circumstantial evidence when evaluating allegations of violations of the City’s and MPD’s non-discrimination policies, such as MPD’s non-discriminatory and impartial policing policies, in a training that is led by an attorney experienced in anti-discrimination law; h. Properly weighing credibility of witnesses; i. Using objective evidence to identify inconsistent statements; j. The relevant standards of proof; k. Relevant City and MPD rules, policies, and protocols; l. Relevant Minnesota and federal law; m. As needed and applicable, any relevant case management system for police misconduct allegations; and n. The applicable collective bargaining agreements.	Bill Murphy	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 231.
234	Part 7: Training	Training for non-Internal Affairs MPD employees. Within 180 calendar days of the Effective Date, MPD will begin providing training to all MPD officers and MPD officers in-training (in Academy) on MPD’s revised or new policies related to police misconduct investigations and discipline. To the extent appropriate and necessary based upon an MPD officer’s duties, and contact with members of the public and/or individuals in custody, this training will include instruction on: a. Identifying and reporting misconduct, the consequences for failing to report misconduct, and the consequences for retaliating against a person for reporting misconduct or participating in an investigation; and b. Use of the City’s anonymous reporting website.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address sub-sections a) through b) and all topics and requirements.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
235	Part 7: Training	Within 180 calendar days of the Effective Date, MPD will train and hold accountable all officers on specific protocols and practices when engaging with minors, such as: a. When feasible, MPD will require officers to employ developmentally appropriate and trauma-informed de-escalation tactics including, but not limited to, using a calm, neutral demeanor, and avoiding threatening language; b. If force is necessary, MPD will require that officers take into account individualized factors of the minor including: apparent age, body size, relative strength of the officer relative to the minor, and the minor's known or perceived disabilities; and risk posed by the minor; however, MPD will require that officers' assessment of these factors are not impacted by the minor's race and/or ethnicity, national origin, sex, gender, gender identity, religion, or the minor's status with regard to public assistance; c. MPD will require that officers consider whether a minor may be noncompliant due to a medical or behavioral health disability, behavioral health crisis, physical or hearing impairment, language barrier, or drug or alcohol use; d. Consent for DNA collection from the person of any minor will adhere to the following requirements: i. A minor suspect or minor arrestee cannot waive their rights and consent to a DNA collection from their person without first being allowed to engage in a meaningful consultation with an attorney or an informed parent or guardian. ii. Any collection of DNA from the person of a minor suspect or minor arrestee via consent will require consent from both the minor and the parent or guardian. iii. Consent will be documented in the police report. iv. MPD will prohibit collecting or directing the collection of DNA from minors through subterfuge, such as by offering a minor a beverage to, even if only in part, collect the minor's DNA from the beverage container. e. In case a minor is injured by an officer's use of force, MPD will require officers to take immediate steps to provide medical attention and will require that officers notify the minor's parent, guardian, or other responsible adult.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address sub-sections a) through e) and all the topics and requirements in this paragraph. MPD will adopt a policy "engaging with minors" that was approved by IE Team and the Parties before training is developed.
236	Part 7: Training	Crisis Intervention Training for Officers and Recruits. For all officers and recruits, MPD will provide crisis intervention and crisis response trainings. MPD will train officers that they cannot suggest or direct sedation for an individual, including individuals who may be experiencing what has been referred to as "excited delirium," "severe agitation with confusion," or similar concepts by other names, or individuals who are acting agitated, disorganized, or behaving erratically. Within one calendar year of the Effective Date, all officers will receive at least 8 hours of annual in-service training and new recruits will receive at least 40 hours of pre-service training to demonstrate competence in the following topics: a. How to recognize common characteristics and behaviors associated with an individual experiencing a crisis due to a variety of factors; b. How to recognize whether someone is suffering from the effects of a substance; c. How to recognize whether someone has behavioral health disabilities or intellectual and developmental disabilities that may require an officer to interact with them in a specific manner; d. How to interact and avoid escalating in crisis situations; and e. Local resources available to provide treatment, services, or support for individuals in crisis, and when and how to draw upon these resources. The pre-service and annual in-service training must use adult learning principles and include scenario-based exercises; perspectives from individuals with behavioral health disabilities and their family members; and, when feasible, on-site visits to mental health, substance use, and intellectual and developmental disability community programs and interaction with individuals with behavioral health disabilities.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address all sub-section a) through d) topics and requirements. MPD will adopt a policy "CIT" that was approved by IE Team and the Parties before training is developed. MPD will provide evidence that the Academy sends all recruits through a 40-hour CIT course as required in this paragraph.
237	Part 7: Training	Crisis Intervention Training for City Dispatch. Within one calendar year of the Effective Date, the City will review and make any necessary changes to its training for City dispatchers and their supervisors so that their crisis intervention training is adequate to enable them to identify, dispatch, and appropriately respond to calls for service that involve individuals in crisis, including when calls related to crises do not necessitate a police response and instead require other crisis services, such as the Behavior Health Crisis Response Team.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address the need for dispatcher CIT training review and changes to the curriculum.
238	Part 7: Training	Where it would add to the quality or effectiveness of the training, MPD will involve mental health professionals, as feasible, practical, and appropriate, in developing and reviewing recruit and in-service training on stress management, alcohol and substance abuse, officer wellness, and the support services available to MPD officers.	Bill Murphy	<ul style="list-style-type: none"> MPD will demonstrate the TNA process and the creation of the TAC included mental health professionals.
239	Part 7: Training	MPD will involve experts, such as psychologists and cognitive and behavioral scientists, in developing training on use of force and de-escalation where their expertise would enhance the effectiveness of the training. The training topics that may benefit from such expertise could include: a. Peer intervention by fellow officers to stop the use of excessive force; b. The interaction of human perception and threat assessment; and c. De-escalation and defusing techniques, including psychological methods of situation control, verbal control and communication, conflict resolution, and anger management.	Bill Murphy	<ul style="list-style-type: none"> MPD will demonstrate the TNA process and the creation of the TAC included psychologists or behavioral scientists.
240	Part 7: Training	MPD will provide all MPD employees in-service training on stress management, alcohol and substance abuse, and officer wellness at least every three years. MPD will include training regarding stress management, alcohol and substance abuse, officer wellness, and support services in the recruit training program.	Bill Murphy	<ul style="list-style-type: none"> MPD will develop the AMTP to address the contents of this paragraph.
241	Part 8: Officer Support and Wellness	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Julie Solomon	<ul style="list-style-type: none"> Guiding Principles
242	Part 8: Officer Support and Wellness	In fulfilling their duties, MPD officers may expose themselves to significant danger, high stress, and a wide spectrum of human tragedy. Psychological and emotional wellness are critical to officers' health, relationships, job performance, and safety. The City and MPD recognize the need to provide support to MPD officers coping with the consequences that come from their service to the public.	Julie Solomon	<ul style="list-style-type: none"> Guiding Principles
243	Part 8: Officer Support and Wellness	The City and MPD recognize the need to provide MPD officers with adequate support systems to treat and support officers experiencing mental health, substance abuse, and other behavioral health challenges.	Julie Solomon	<ul style="list-style-type: none"> Guiding Principles

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
244	Part 8: Officer Support and Wellness	The City and MPD recognize that officers are expected to treat members of the public in a procedurally just way. Essential to this expectation is a commitment to treat officers fairly including equipping MPD officers and employees in a manner that enables them to do their jobs as safely as reasonably possible with equipment and technology that is in working order and up to date. The City and MPD also recognize the importance of providing an environment that supports MPD employees and included in this is the City's commitment to timely and accurately pay MPD employees and provide sufficient time off for MPD employees to rest.	Julie Solomon	<ul style="list-style-type: none"> MPD will adopt an equipment Policy that supports equipment and technology assessment, repair, and replacement that includes timelines and accountability for managing equipment properly. IE Team will review and assess whether training on equipment policy is conducted; the equipment, and non-database technology plan is implemented according to plan and data supporting accountability and timeliness for repair and replacement IE Team will review and assess City and MPD policies and practices on wages, payment schedules, hours worked (including regularly scheduled hours, mandatory hours, overtime hours) per ¶290. IE Team will also review training of officers on issues related to wages, hours, payment schedules. IE Team will review and assess whether policies incorporate the requirements of ¶290, and accountability to them related to maximum number of hours worked per day, per week, days off, number of days worked in a row; number of overall hours; shift/staffing assessment; and overtime pay rules by the City. IE Team recognizes that changes to such policies require labor negotiations through the collective bargaining process and the SA does not override existing labor agreements.
245	Part 8: Officer Support and Wellness	The City and MPD will implement the following requirements in order to achieve a healthy and effective police force that engages in non-discriminatory policing.	Julie Solomon	<ul style="list-style-type: none"> Guiding principle
246	Part 8: Officer Support and Wellness	By January 1, 2024, and periodically thereafter, the City will conduct a department-wide equipment and non-database technology comprehensive assessment to determine what equipment and non-database technology is outdated, broken, or otherwise in need of repair or replacement. During each comprehensive assessment, the City will solicit feedback from MPD employees. This assessment does not include the scope of the assessment required for the Data Systems Plan.	Julie Solomon	<ul style="list-style-type: none"> IE Team will review the Equipment/Technology Assessment that has been conducted by the City, determine whether it was adequate and whether it met the requirements of this section, and assess what recommendations from the assessment should be given prioritization by the City. IE Team will review the assessment to verify it included data supporting the condition of technology and the repair/replacement process for broken or obsolete technology and demonstrated MPD employee feedback was collected on these topics.
247	Part 8: Officer Support and Wellness	By 120 calendar days of the Effective Date, and annually thereafter, the City will conduct a comprehensive facilities assessment, MPD-wide, to determine what facility repairs and what additional facilities are required. During these comprehensive assessments, the City will solicit feedback from MPD employees.	Julie Solomon	<ul style="list-style-type: none"> IE Team will review the Facilities Assessment that has been conducted by the City, determine whether it was adequate and whether it met the requirements of this section, and assess what recommendations from the assessment should be given prioritization by the City. The City and MPD will demonstrate evidence that feedback was obtained from MPD employees for the Facilities Assessment
248	Part 8: Officer Support and Wellness	Within 90 calendar days of the completion of the initial assessment, MPD will develop a plan, including a timeline for implementation, to prioritize and address the needs for repair or replacement of equipment, technology, and facilities as identified through the needs assessment ("Equipment, Technology, and Facilities Response Plan"). The Equipment, Technology, and Facilities Response Plan will identify which items must be completed so that MPD employees have the necessary facilities and supports needed.	Julie Solomon	<ul style="list-style-type: none"> MPD will provide the "Equipment, Technology, and Facilities Response Plan" to IE Team for review. IE Team will evaluate the plan to determine whether it contains an implementation plan with timeline; whether it demonstrates how priorities were selected; and whether it can demonstrate progress made to-date.
249	Part 8: Officer Support and Wellness	The City will support MPD and provide resources to MPD to implement the Equipment, Technology, and Facilities Response Plan.	Julie Solomon	<ul style="list-style-type: none"> IE Team will evaluate and assess City resources that are provided to MPD in relation to the Plan on a continuous basis. The City will identify when items from the plan are completed or delivered and provide data to IE Team on when items from the Plan have received approval, when funds are committed, when projects begin implementation, and when projects are expected to be completed. If items from the plan are not funded, the City will demonstrate a sufficient reason why resources are not allocated.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
250	Part 8: Officer Support and Wellness	As a component of the Equipment, Technology, and Facilities Response Plan, MPD will develop a schedule for future periodic assessments. The schedule will specify the time period within which future periodic assessments will occur. The time period may vary for different equipment types to account for differences in the expected useful life of different equipment types. MPD will perform the periodic assessments in accordance with the schedule.	Julie Solomon	<ul style="list-style-type: none"> IE Team will assess and evaluate the quality and timeliness of periodic assessments to determine whether any Plan revisions are inclusive of ¶¶246-252; that the City/MPD continue to solicit officer feedback; and provide timely notification to officers when there is completion of a project (when an item is repaired; replaced etc.)
251	Part 8: Officer Support and Wellness	The City will provide MPD employees with physical working environments that are safe, secure, and equitable. Facilities that house MPD functions will be clean, meet all applicable accessibility and building codes, and will include at a minimum: potable water available for MPD employees, witnesses, suspects or potential suspects, or others meeting with MPD staff; functioning bathrooms with doors that close on stalls; and rodent-free and/or pest-free facilities including promptly addressing any rodent and/or pest control issues that arise.	Julie Solomon	<ul style="list-style-type: none"> IE Team will periodically inspect and assess whether physical working environments are adhering to this requirement. The City should provide demonstration of building code approval; demonstration of clean water test results; demonstration of preventive pest control services; demonstration of inspections on functioning plumbing, stalls, doors; and demonstration of repair and mediation plans (with implementation timelines) for any issues determined to be out of compliance with this requirement.
252	Part 8: Officer Support and Wellness	When MPD determines that new or remodeled facilities or spaces are required to support functionality change, to meet current operational standards, for modernization, or to meet other needs for MPD employees, MPD will submit, through the appropriate City channels, a request with sufficient details documenting what specific changes are needed or how MPD intends to use a proposed new space and how that request comports with the provisions of this Agreement.	Julie Solomon	<ul style="list-style-type: none"> The MPD and the City will adopt a policy (or procedure) supporting the requirements of this paragraph. IE Team will evaluate any system of record for when MPD makes such requests to the City; a demonstration of the City's response; the timeliness of this response; and, if approved, demonstration of the implementation plan or, if not approved, reason for denial.
253	Part 8: Officer Support and Wellness	The City will provide MPD employees and their dependents with a range of support services from licensed mental health professionals, as applicable, and that seek to minimize the risk of harm from stress, trauma, alcohol and substance abuse, and mental illness. These support services provided under this Employee Support Plan will include: readily accessible confidential counseling services with referrals; peer support; traumatic incident debriefings and crisis counseling; and stress management and officer wellness training.	Julie Solomon	<ul style="list-style-type: none"> The MPD and the City will adopt a policy supporting the requirements of this paragraph. IE Team will evaluate the policy to determine whether it includes policy and training that align with the requirements of ¶¶255-264. Policy must also reflect the training and eligibility requirements and the types/timeline of incidents in which impacted officers receive required services and demonstrate to IE Team the ease of access and utilization of additional crisis counseling resources MPD will demonstrate that adequate and regular training on the policies are conducted, through multiple modalities. MPD will demonstrate evidence to IE Team that each of the requirements of this paragraph are met, to include feedback from MPD officers and civilians about wellness resources.
254	Part 8: Officer Support and Wellness	MPD currently offers drug and alcohol counseling, rehabilitation, and employee assistance through the City's employee assistance program. MPD is also seeking to hire a Health and Wellness Manager to create and implement a wellness program and coordinate the delivery of wellness services for officers. By 120 calendar days of the Effective Date, the City and MPD will complete a needs assessment to determine what additional resources are necessary to provide the support services available to MPD employees and comport with mental health professional standards.	Julie Solomon	<ul style="list-style-type: none"> IE Team will review the Health and Wellness job description and evaluate whether proposed candidates for the position possess sufficient credentials and experience for the role. MPD will provide the needs assessment on officer wellness to IE Team for review.
255	Part 8: Officer Support and Wellness	The needs assessment for the Employee Support Plan should analyze, at a minimum: a. Service levels for the City's Employee Assistance Program to provide counseling services to employees in need; b. The current workload of the licensed mental health professionals and drug and alcohol counselors providing services to City employees; c. How long it takes MPD employees requesting counseling services to be seen by a licensed mental health professional or drug and alcohol counselor; d. The professional specialties of licensed mental health professionals providing services to City employees; e. The frequency and reasons for referrals of MPD employees to clinical service providers external to the City; f. MPD employee feedback, through statistically valid surveys that assure anonymity to participants, regarding the scope and nature of the support services needs of MPD employees, the quality and availability of services and programs currently provided through the Employee Assistance Program, and the quality of clinical service providers external to the City; g. Similar mental health services offered in similarly sized police departments, including the ratio of licensed mental health professionals to MPD employees and the number of counseling hours provided per counselor per week; h. Guidance available from law enforcement professional associations; i. The frequency and adequacy of MPD's and the City's communications to MPD employees regarding the support services available to them; j. The frequency, quality, and demand for in-service trainings related to stress management, officer wellness, and related topics; and k. The quality of Academy training related to stress management, officer wellness, and related topics.	Julie Solomon	<ul style="list-style-type: none"> IE Team will evaluate the assessment to determine it fulfilled all requirements set forth in the paragraph, including whether the City has devoted sufficient resources to fulfill the paragraph's requirements.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
256	Part 8: Officer Support and Wellness	Within 60 calendar days of the completion of the needs assessment, the City and MPD will develop a plan, including a timeline for implementation, to prioritize and address the needs identified through the needs assessment. The City and MPD will implement the Employee Support Plan and be informed by the needs assessment no later than September 1, 2024.	Julie Solomon	<ul style="list-style-type: none"> IE Team will review the completed Plan by the City and MPD and assess whether MPD is implementing identified priorities meeting the requirements of ¶¶255-264. In areas where the Plan may differ from the assessment, the City and MPD will articulate where they differ and why. The Plan should demonstrate a clear timeline and goal for ensuring a sufficient delivery of services to include any RFP or contracted services that are needed to meet the requirements of ¶¶255-264. The Plan must also be able to demonstrate how data required to demonstrate compliance in this section will be collected and maintained. The Plan should outline steps for policy creation, training development, and resource allocation over the course of the Settlement Agreement term. The IE recognizes that pivoting from the plan may need to occur as data is evaluated and needs change.
257	Part 8: Officer Support and Wellness	Specialized Support. The City will provide access to licensed mental health professionals with specialized training in one or more of each of the following subjects: posttraumatic stress disorder, domestic violence, alcohol and substance abuse, anger management, depression, and anxiety.	Julie Solomon	<ul style="list-style-type: none"> MPD will demonstrate evidence of this service offering and any recorded use (without PII). MPD will provide users of this service with an anonymous feedback form to gauge satisfaction with services. MPD will demonstrate the ongoing continuing education (and the appropriate active certifications) for mental health professionals in the specializations outlined in this paragraph. If services are contracted with the City, a requirement for such must be included in RFP and contract.
258	Part 8: Officer Support and Wellness	The City will adjust service levels of licensed mental health professionals consistent with the results of the needs assessment and Employee Support Plan.	Julie Solomon	<ul style="list-style-type: none"> MPD will demonstrate evidence of this service offering and any recorded use (without PII).
259	Part 8: Officer Support and Wellness	In order to provide support services that are culturally appropriate, sensitive to differing circumstances, and attentive to the issues facing all MPD employees, including, but not limited to, women, people of color, religious minorities, and LGBTQ individuals, the City will: a. Provide access to licensed mental health professionals and counselors who are trained and equipped to provide services in a manner respectful of these diverse experiences and perspectives; b. Provide an opportunity for employees receiving services to offer feedback regarding whether such services are culturally appropriate and adapted to diverse experiences and perspectives; and c. Take reasonable action to improve or change the services offered to the extent necessary based on feedback received.	Julie Solomon	<ul style="list-style-type: none"> MPD will demonstrate evidence of this service offering and any recorded use (without PII). MPD will provide users of this service with an anonymous feedback form to gauge satisfaction with services. MPD will demonstrate the ongoing continuing education (and the appropriate active certifications) for mental health professionals in the specializations outlined in this paragraph. If services are contracted with the City, a requirement for such must be included in RFP and contract.
260	Part 8: Officer Support and Wellness	The City will continue to offer MPD employees and their dependents counseling services including, but not limited to, licensed therapists, specialists, outside agencies, or hospitals, when an employee or dependent requires such support or resources.	Julie Solomon	<ul style="list-style-type: none"> MPD will adopt a policy and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the policy and training(s). MPD will demonstrate evidence of these service offerings and any recorded use (without PII).
261	Part 8: Officer Support and Wellness	The City will provide MPD employees access to: a. Non-emergency, generalized counseling sessions with licensed mental health professionals within two weeks of an employee's request; and b. Generalized emergency counseling by licensed mental health professionals within 24 hours of an employee's request.	Julie Solomon	<ul style="list-style-type: none"> MPD will adopt a policy and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the policy and training(s).
262	Part 8: Officer Support and Wellness	Confidential Mental Health Support. The City will continue to require that any mental health counseling services provided to employees remain confidential in accordance with Minnesota law, federal law, and current MPD policy.	Julie Solomon	<ul style="list-style-type: none"> MPD will adopt a policy and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the policy and training(s).
263	Part 8: Officer Support and Wellness	Fitness for Duty Examination Separate. MPD will prohibit licensed mental health professionals providing services to MPD employees from participating in fitness for duty evaluations, which will be conducted exclusively by the City's contract psychologist.	Julie Solomon	<ul style="list-style-type: none"> MPD will adopt a policy and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the policy and training(s). Additionally, IE Team will evaluate and assess the number of fitness for duty evaluations per quarter (without PII).
264	Part 8: Officer Support and Wellness	Retaliation for Seeking Care Prohibited. MPD will prohibit retaliation against employees because they seek any support services or resources.	Julie Solomon	<ul style="list-style-type: none"> MPD will adopt a policy and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the policy and training(s). Additionally, MPD will conduct a survey of any formal or informal complaints of retaliation for using support surveys and provide results of the survey to IE Team.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
265	Part 8: Officer Support and Wellness	As a component of the Employee Support Plan, the City and MPD will develop and implement a communications strategy. The objectives of this communications strategy will be: a. To inform employees of the support services available to them; b. To address stigmas, misinformation, or other potential barriers to employees using these services; and c. To emphasize that supporting employee wellness is an integral part of the City's public safety operations.	Julie Solomon	<ul style="list-style-type: none"> IE Team will evaluate and assess the finalized Employee Support plan and communication strategy for messaging support services as required in this paragraph, inclusive of ¶¶255-265. The communication strategy will be evaluated based on implementation timelines; demonstration of comprehensive information related to wellness options ; addresses stigma, misinformation or barriers to services; and will be accessible through multiple modalities, languages, communication tools etc.; Communications will promote a wellness culture and will consider services available on and off-duty.
266	Part 8: Officer Support and Wellness	As part of this communications strategy, the City will, at a minimum: a. Make information about the support services available, on a continuing basis, to employees on its internal websites; b. Post information, including pamphlets and posters, in each MPD facility in areas frequented by employees; c. Provide wallet-sized cards or a similarly accessible format to every MPD employee with contact information for the support services available; d. Attend roll call on a quarterly basis to inform and remind employees about the support services offered, including providing handouts or a similarly accessible format with contact information; e. Inform and remind employees about the support services offered, including providing handouts or a similarly accessible format with contact information, at the annual use of force training required by this Agreement, during Academy training of new recruits, and at in-service trainings relating to stress management and officer wellness; f. Provide training to supervisory personnel regarding available employee support services and strategies for communicating with employees about these services in a manner that minimizes any perceived stigma; and g. Seek to identify and correct misperceptions among officers about receiving counseling services.	Julie Solomon	<ul style="list-style-type: none"> MPD will adopt a policy that includes all component parts of this paragraph.
				<ul style="list-style-type: none"> MPD will demonstrate evidence that each component part has been completed (wallet cards, roll call training, curricula for use of force training, supervisory training etc.)
				<ul style="list-style-type: none"> IE Team will evaluate and assess whether all components have been sufficiently completed in accordance with the paragraph.
267	Part 8: Officer Support and Wellness	The City will require that at least annually, the Health and Wellness Manager will provide a written report to the Chief, the Mayor, and City Council, through their chain of command, that includes, to the extent legally permissible, anonymized data regarding support services provided to MPD employees, how long it takes employees requesting counseling services to receive them, and other metrics related to the quality and availability of these services. This report will not contain any identifiable information and will also contain resource, training, and policy recommendations necessary to provide the support services available to MPD employees to reasonably address their identified needs and comply with the Employee Support Plan.	Julie Solomon	<ul style="list-style-type: none"> MPD will complete an annual report that fulfills this paragraph's requirement, including a demonstration that data used in the report is valid and reliable.
268	Part 8: Officer Support and Wellness	MPD will acquire and maintain an Early Intervention System that meets industry standard to collect and provide information to supervisors that enables them to proactively identify at-risk behavior by officers under their command, and to provide individualized interventions and support to address the at-risk behavior. MPD must provide supervisors with an automated electronic system that provides this information and equips supervisors to perform these duties. The Early Intervention System should identify for supervisors, any officers who may need assistance or guidance to support their careers. Providing support for officers in need of assistance improves officers' overall wellbeing and success and also proactively addresses any indication of potential discriminatory policing. The system is not punitive or disciplinary in nature, rather, it is meant to identify officers who may need assistance or guidance and the system is entirely separate from the City's and MPD's accountability systems for officers and other employees.	Eric Melancon	<ul style="list-style-type: none"> MPD and the City will procure an EIS vendor and system that meets paragraph requirements .
				<ul style="list-style-type: none"> MPD will develop and deliver specialized training for supervisors on how to use EIS before go-live date of the system. IE Team will approve training before delivery.
				<ul style="list-style-type: none"> EIS management must be entirely separate from the IA system and managed outside of Internal Affairs process or Internal Affairs chain of command to adhere to guiding principle that the system is not punitive.
269	Part 8: Officer Support and Wellness	The automated electronic Early Intervention System must be: a. Data-driven and developed with statistical methods and analytic techniques; b. Configurable to incorporate the criteria identified in this Agreement and to sufficiently meet the needs of MPD; c. Adaptive as new information becomes available; d. Capable of being audited and evaluated to improve accuracy; and e. Able to generate sufficient data that enables assessment of the effects, if any, of support provided and interventions undertaken.	Eric Melancon	<ul style="list-style-type: none"> The City and MPD will coordinate with approved vendor to demonstrate to IE Team that EIS meets all criteria in paragraphs 269, 270, 273, 276.
				<ul style="list-style-type: none"> IE Team will review system independently of vendor demonstration to make a determination that requirements are met.
				<ul style="list-style-type: none"> MPD management / admin team will assign a functional lead to the EIS (power user) who will receive sufficient training to determine whether system updates can be coordinated with vendor as needed.
270	Part 8: Officer Support and Wellness	The automated electronic Early Intervention System must perform these primary functions: a. Use statistical methods to identify officers who are at elevated risk of engaging in conduct leading to at-risk behavior; b. Identify and facilitate support and interventions that prevent or reduce the occurrence of the identified at-risk behavior; c. Provide supervisors with a dashboard of relevant information representing data in a visually comprehensive and understandable manner about officers under their direct command to facilitate appropriate supervisory intervention and support; and d. Perform peer group analysis with comparative data to account for differences in job assignments, and to identify group- and unit-level patterns of activity.	Eric Melancon	<ul style="list-style-type: none"> The City and MPD will coordinate with approved vendor to demonstrate to IE Team that EIS meets all criteria in paragraphs 269, 270, 273, 276.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
271	Part 8: Officer Support and Wellness	In seeking to provide improved support and wellness to its officers, MPD will seek to identify which supports and interventions are most helpful to officers and develop support and training based on MPD feedback and evidence-based practices. The types of support services offered to officers may include, but not be limited to: counseling, training, coaching and mentoring, and additional supervision or monitoring.	Eric Melancon	<ul style="list-style-type: none"> • MPD will provide the services outlined in the paragraph either through peer counseling and support, dedicated personnel from Officer Wellness, or through contracted services. • MPD will conduct annual survey of officer wellness topics to obtain feedback on ways to improve services and to identify overall awareness of the services offered by Officer Wellness and to obtain feedback on how to improve services. • MPD will coordinate with IE Team subject matter experts on incorporating evidence-based practices that have been demonstrated to improve officer wellness in other like-jurisdictions.
272	Part 8: Officer Support and Wellness	MPD will continue to solicit input and feedback from officers during the selection, procurement, and configuration of the Early Intervention System.	Eric Melancon	<ul style="list-style-type: none"> • IE Team will review of records of MPD feedback on EIS. • MPD will demonstrate officer input in RFP process. • MPD will demonstrate officer input in vendor selection process. • MPD will demonstrate officer input in configuration and implementation process.
273	Part 8: Officer Support and Wellness	MPD's Early Intervention System will rely on statistical methods and analytic techniques to prompt supervisors to intervene to provide necessary support to an officer who is at an elevated risk to be: subject to a sustained finding in a misconduct investigation; a defendant in a civil lawsuit resulting in an adverse judgment or settlement; a direct participant in an officer-involved shooting or death determined to be unjustified or out of policy by the Police Chief or a court of law; convicted of a crime; or experiencing suicidal ideation, chemical dependency, or other self-harm.	Eric Melancon	<ul style="list-style-type: none"> • The City and MPD will coordinate with approved vendor to demonstrate to IE Team that EIS meets all criteria in paragraphs 269, 270, 273, 276.
274	Part 8: Officer Support and Wellness	The automated electronic Early Intervention System must receive and process information from relevant source systems to associate, analyze, visualize, and report data for each MPD officer. The information received and processed for the analysis must include but is not limited to: a. All reportable uses of force; b. All arrests by MPD officers; c. All injuries to and deaths of persons in MPD custody; d. All injuries and deaths resulting from conduct by MPD personnel; e. All vehicle pursuits and traffic collisions involving MPD equipment or personnel; f. All misconduct complaints and investigations involving MPD officers, including the disposition of each allegation; g. All civil or administrative claims initiated against the City or MPD, or MPD officers for job-related conduct; h. All criminal proceedings initiated against an MPD officer, which MPD will require officers to report; i. Instances in which the City, City Attorney's Office, and/or MPD learns a court has made a negative credibility determination regarding an MPD officer; j. Instances in which the City, the City Attorney's Office, and/or MPD learns through the Hennepin County Attorney's Office that an affirmative finding was made during the course of a criminal proceeding that an MPD officer was untruthful, including any findings made at suppression hearings; k. All instances in which the City, the City Attorney's Office, and/or MPD learns through the Hennepin County Attorney's Office, the United States Attorney's Office for the District of Minnesota, or other prosecutorial authority that prosecution was declined based in whole or in part on concerns about an MPD officer's credibility; l. Judicial proceedings where an officer is the subject of a restraining or protective order, which MPD will require officers to report; m. All recommendations of merit provided to the Police Chief for police misconduct investigations; n. All findings of misconduct made by the Police Chief, identifying the specific policy violations; o. Disciplinary history for all MPD officers, identifying the specific policy violations related to each incident discipline; p. All non-disciplinary corrective action retained electronically; q. All violations of MPD's body-worn and in-car camera policies; r. All awards and commendations received by MPD officers; s. Officer sick leave usage; t. Missed court appearances; u. Training history including any missed trainings; v. Injuries sustained; and w. Rank, assignment, and transfer history.	Eric Melancon	<ul style="list-style-type: none"> • The City and MPD will demonstrate the EIS has a reliable connectivity to all systems outlined in the paragraphs. • The City and MPD will demonstrate that EIS has self-monitoring capability to report to MPD or IT admins when/if such connections are not active, delayed, or otherwise interrupted and IT service and elevation plans to restore any downed systems as soon as possible. • For City Attorney and Hennepin County related data requirements, the City will determine if an MOU would be required to ensure data sharing with MPD is authorized within the scope of the paragraph's requirements. • The City will demonstrate a plan to include in EIS platform the capability to capture any required data collection (forms, entry fliers) that are not already obtained through and existing (or future) data systems.
275	Part 8: Officer Support and Wellness	With respect to officers' histories on the topics listed above, the automated electronic Early Intervention System must also receive and/or access and then process that historical information if the information is electronically stored by MPD or the City. The City and MPD are not required to input the non-electronic historical files with respect to officers' history on the topics listed above, but the City and MPD may choose to do so.	Eric Melancon	<ul style="list-style-type: none"> • Upon completion of phase 1 deployment, IE Team will audit the EIS system report and compare to source data systems to verify that all existing electronic information in source systems are reflected in EIS (as of phase 1). • Upon completion of final phase deployment, IE Team will audit the EIS system report and compare to source data systems to verify that all existing electronic information in source systems are reflected in EIS • The City will make a formal determination (in writing) on whether (and what) to include in terms of additional historical data and provide a data integration plan (if they choose to do so as outlined in the paragraph).
276	Part 8: Officer Support and Wellness	MPD will collect and maintain all information reasonably necessary to identify patterns of behavior that are indicative of a future instance of at-risk behavior. The automated electronic system must employ specific criteria to identify officers who will be subject to an intervention or targeted support. The criteria may be based on a single indicator, such as the number of misconduct complaints against an officer, a combination of multiple indicators, or an algorithmic scoring model. MPD will adjust the criteria as necessary based on data and experience to enable interventions and support to be optimally targeted.	Eric Melancon	<ul style="list-style-type: none"> • The City and MPD will coordinate with approved vendor to demonstrate to IE Team that EIS meets all criteria in paragraphs 269, 270, 273, 276.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
277	Part 8: Officer Support and Wellness	The City and MPD will require that all information is entered and loaded into the source systems that support the automated electronic system in a timely, accurate, and complete manner. All information captured within the automated electronic system will be accessible in an organized manner that facilitates identification of at-risk officer conduct.	Eric Melancon	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 274.
278	Part 8: Officer Support and Wellness	MPD will require unit commanding officers to review the automated electronic system data regarding all officers who are transferred to their command within 14 calendar days of the transfer. MPD will require supervisors to conduct monthly reviews of the automated electronic system data regarding officers under their direct command. The purpose of these reviews will be for supervisors to identify and address patterns of behavior by officers under their direct command that are indicative of a future instance of at-risk behavior. In addition, MPD will also require supervisors to review the automated electronic system data together with officers under their direct command on at least an annual basis so that officers in need of additional support are offered that support and/or may request it.	Eric Melancon	<ul style="list-style-type: none"> MPD and the City will demonstrate that EIS has the ability to monitor and log when supervisors view subordinates data. MPD and the City will demonstrate that EIS has the ability to identify when a departmental transfer has occurred and send a notification to supervisors to check EIS within 14 days. IE Team will verify from EIS log data and transfer data that this is occurring MPD and the City will demonstrate that EIS has the capability to document the occurrences of supervisor meetings with subordinates on annual review of EIS content. IE Team will verify from EIS log data that this is occurring
279	Part 8: Officer Support and Wellness	The automated electronic system will employ push notifications with triggers set appropriately to notify supervisors that they need to review a pattern of conduct. When a notification about an officer occurs in the system, it may be explainable by non-risk factor events or it may mean that at risk-behavior exists and intervention is appropriate. MPD will provide appropriate interventions and offer support in a timely manner, and will require that any intervention or offer of support is recorded in the appropriate electronic system and the automated Early Intervention System will receive and/or access that information and process it.	Eric Melancon	<ul style="list-style-type: none"> MPD and the City will demonstrate that EIS has the ability to push notifications as described in the paragraph. MPD and the City will demonstrate that EIS has the ability to record how the alert was handled by MPD. 100% of “significant” alerts should have a record of MPD’s completed action that responds within 48 hours of the alert occurring from EIS or within 7 days of the date of the incident to be considered timely. A sufficient rate of compliance of “common” alert types will have a record of MPD’s completed action that responds within 30 days to be considered timely. In both instances the timeliness factors will consider both when the appropriate intervention took place and when the intervention was entered into the EIS to assess the quality of a response and departmental use of the EIS. IE Team will evaluate whether that the appropriate action was taken as a result of the notification based on the policy, circumstances of the incident, and resources available to the department.
280	Part 8: Officer Support and Wellness	MPD will require command staff to regularly use the automated electronic system analysis to effectively manage officers and supervisors across all ranks, watches, beats, and precincts.	Eric Melancon	<ul style="list-style-type: none"> MPD will develop a comprehensive policy for supervisory roles and responsibilities in using the EIS that conforms will all paragraphs and a general policy for how the department should use EIS as described in the paragraphs. MPD will develop a comprehensive training for supervisory roles and responsibilities in using the EIS that conforms will all paragraphs. IE Team will approve both policy and training before they go into effect. Training should be completed within 30 days (either before or after) the go-live date of phase 1 (as close as possible to system going online).
281	Part 8: Officer Support and Wellness	MPD will provide training to all officers, supervisors, and command staff regarding the automated electronic system so that officers, supervisors, and command staff have proper understanding and use of the system.	Eric Melancon	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 280.
282	Part 8: Officer Support and Wellness	MPD will train all supervisors to use the automated electronic system as designed, to interpret the outputs, to perform appropriate interventions and support, to address underlying stressors to promote officer well-being, and to improve the performance of officers under their direct command.	Eric Melancon	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 280.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
283	Part 8: Officer Support and Wellness	The City and MPD will conduct annual assessments of the automated electronic system. The assessments will: a. Assess the overall effectiveness of the automated electronic system and the support and interventions prompted by the system; b. Assess whether and to what extent supervisors are completing monthly reviews of the automated electronic system information regarding officers under their direct command; c. Assess whether and to what extent MPD is providing interventions and offering support in a timely manner; d. Assess whether the interventions and support provided are appropriate and effective; and e. Identify any recommended changes to improve the effectiveness of the automated electronic system.	Eric Melancon	<ul style="list-style-type: none"> IE Team will review the outline of the City/MPD assessment framework before the assessment is developed to confirm methodology and provide guidance as needed. MPD will conduct the assessment annually beginning after Dec 31st of the year after EIS is fully deployed - assessment methodology should be approved by IE Team by the following Jan 31st and Assessment completed by MPD by the following Mar 31
284	Part 8: Officer Support and Wellness	Interventions and support will be designed to assist officers in avoiding and correcting at-risk behavior. All interventions and support will be documented in the automated electronic system. MPD will review, evaluate, and document in the automated electronic system the progress and effectiveness of the intervention or support strategy for each officer.	Eric Melancon	<ul style="list-style-type: none"> After 6 months of EIS operations in phase 1, IE Team will examine log data from the EIS to determine the volume of alerts, interventions, and MPD actions associated with alerts and make recommendations on how MPD/the City should incorporate any improvements into the final phases of deployment. IE Team will reexamine the same after 12 months of operations and again at 24 months to evaluate whether supervisor use of system has increased or decreased.
285	Part 8: Officer Support and Wellness	Prior to beginning the phased implementation of the Early Intervention System, MPD will develop and implement new or revised policies and procedures for using the Early Intervention System. The policies and procedures will address data storage, data retrieval, data use, data analysis, reporting, pattern identification, functionality of the Early Intervention System, supervisory use, intervention and support options and procedures, documentation and audits, access to the system, and confidentiality of personally identifiable information.	Eric Melancon	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 280.
286	Part 8: Officer Support and Wellness	After the procurement and configuration of the Early Intervention System, MPD will implement the Early Intervention System through a phased rollout that incorporates pilot testing to identify and address any technical or design issues. MPD will begin phased implementation of the Early Intervention System within 18 months of the Effective Date, and will complete full implementation of the Early Intervention System by no later than 24 months after the Effective Date.	Eric Melancon	<ul style="list-style-type: none"> Upon contract execution, IE Team will verify the deployment schedule of EIS implementation is within the 18 month/24 month timeline. IE Team will have monthly check-ins with EIS project implementation team (vendor and City IT/MPD). 3 months prior to phase 1 deployment date, IE Team will evaluate if MPD and City IT are ready phase 1 deployment - if not will inform the parties and the court of what obstacles or challenges are preventing deployment. 3 months prior to final phase deployment date, IE Team will evaluate if MPD and City IT are ready for full deployment - if not will inform the parties and the court of what obstacles or challenges are preventing deployment.
287	Part 8: Officer Support and Wellness	Prior to full implementation of the Early Intervention System, MPD will continue to use any existing tools and resources to identify patterns of conduct by officers that warrant support and intervention.	Eric Melancon	<ul style="list-style-type: none"> MPD will demonstrate what measures it is currently using and will continue to use to provide interventions before EIS deployment. MPD will provide sufficient resources to manage officer wellness and EIS functions and maintain contractual support services ensure that interventions can be effectively delivered before and after EIS deployment.
288	Part 8: Officer Support and Wellness	MPD obtained initial grant funding to implement a comprehensive Early Intervention System. Nonetheless, additional funding and resources are required to implement the provisions of this Agreement with respect to the Early Intervention System. The City will continue to obtain and provide adequate funding and resources for MPD to develop, implement, and maintain the Early Intervention System including ongoing hardware and support requirements and officer support services.	Eric Melancon	<ul style="list-style-type: none"> MPD and City IT will submit to IE Team a total budget for project implementation to include EIS vendor costs and all IT support services costs. IE Team will verify that the budget is sufficient to meet implementation goals and use monthly check-in to verify project is remaining on budget.
289	Part 9: Mental and Behavioral Health Crisis Support in the Field	To better address the needs of individuals experiencing mental or behavioral health crisis and to reduce the workload for individual officers, within one year of the Effective date, the City will fund and adequately resource a Behavior Health Crisis Response Team to be responsive across the City 24 hours a day, seven days per week.	Julie Solomon	<ul style="list-style-type: none"> MPD will demonstrate that it is operating a functional CR Team on a 24x7 basis. IE Team will evaluate and assess the effectiveness of the CR Team's responses to mental or behavioral health crisis.
290	Part 9: Mental and Behavioral Health Crisis Support in the Field	MPD will at least continue to limit the number of hours worked by officers to 16 hours per day and 74 hours per week. MPD will require that officers must notify their commander or Inspector if they work more than 64 hours per week. MPD will also require that officers may only work more than 74 hours per week with approval of the Police Chief or the Chief's designee at the level of Deputy Chief or above	Eric Melancon	<ul style="list-style-type: none"> MPD will adopt a policy that limits hours worked in the manner outlined in this paragraph. IE Team will periodically inspect data reports from MPD's payroll system to determine compliance with these policies and evaluate MPD command responses to instances of non-compliance with the policies.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
291	Part 10: Accountability and Oversight	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Arlinda Westbrook	• Guiding Principle
292	Part 10: Accountability and Oversight	MPD has the vital task of constitutional, non-discriminatory policing to protect the safety of individuals of Minneapolis. This is a difficult and complicated responsibility. Holding public servants accountable when they violate law or policy is essential to legitimacy and developing community confidence.	Arlinda Westbrook	• Guiding Principle
293	Part 10: Accountability and Oversight	It is critical to have robust and well-functioning accountability and oversight systems in which MPD officers are held to the highest standards of integrity. A culture of accountability also promotes officer safety and morale, and improves the effectiveness of MPD operations. Procedural justice also plays an important role in enabling MPD officers to have confidence in the legitimacy of the system that holds them accountable.	Arlinda Westbrook	• Guiding Principle
294	Part 10: Accountability and Oversight	In order to foster public trust, receive critically important community feedback, and promote confidence in MPD, the City and MPD will maintain an accessible process to all individuals who wish to file complaints about MPD officers allegedly violating MPD policy or the law.	Arlinda Westbrook	• Guiding Principle
295	Part 10: Accountability and Oversight	Meaningful community involvement is imperative to MPD accountability and transparency. Nothing in this Agreement should be construed as limiting or impeding community participation in MPD's accountability system. The Parties recognize the importance of an ongoing role for community members related to the City's and MPD's accountability and oversight systems.	Arlinda Westbrook	• Guiding Principle
296	Part 10: Accountability and Oversight	Independent community oversight and transparent review of policing practices is essential to increase public confidence and trust in policing systems, provide greater accountability, support effective policing towards stronger public safety for Minneapolis, and recognize the humanity, dignity, and civil rights of individuals. Constitutional, non-discriminatory policing results in greater public safety for Minneapolis.	Arlinda Westbrook	• Guiding Principle
297	Part 10: Accountability and Oversight	It is essential for the City to have an effective and efficient system for reviewing police conduct.	Arlinda Westbrook	• Guiding Principle
298	Part 10: Accountability and Oversight	The City and MPD recognize the need and value for independent review of police activities that is fair to officers and complainants.	Arlinda Westbrook	• Guiding Principle
299	Part 10: Accountability and Oversight	The City and MPD recognize the importance to officers and complainants of fair, timely, and effective investigations of police misconduct complaints, whether from internal or external sources. The Parties also recognize the importance of investigative findings being supported by the appropriate standards of proof and documented in writing, and the importance of MPD officers who commit misconduct being held accountable pursuant to a disciplinary system that is fair, timely, consistent, and provides due process.	Arlinda Westbrook	• Guiding Principle
300	Part 10: Accountability and Oversight	The Parties acknowledge that the City has recently undertaken and continues to undertake important changes to its accountability and oversight systems. The provisions in this Agreement are intended to continue to build on these changes. The City's accountability and oversight policies and procedures must comply with all applicable laws and this Agreement, and promote trust between MPD, the City, and the communities they serve.	Arlinda Westbrook	• Guiding Principle
301	Part 10: Accountability and Oversight	Within 120 calendar days of the Effective Date, MPD and the City will review, and to the extent necessary, revise or adopt policies and procedures regarding police misconduct investigations.	Arlinda Westbrook	• IE Team will verify policies and procedures regarding police misconduct have been sufficiently updated within the timeline agreed upon by the parties.
302	Part 10: Accountability and Oversight	Within 120 calendar days of the Effective Date, MPD will review, and to the extent necessary, revise or adopt its policies and procedures establishing police misconduct investigative timelines, benchmarks, and goals by which the progress of police misconduct investigations will be measured.	Arlinda Westbrook	• IE Team will verify policies and procedures regarding police misconduct have been sufficiently updated on the topics of timeliness, benchmarks, and goals within the timeline agreed upon by the parties
303	Part 10: Accountability and Oversight	MPD's accountability and oversight policies and procedures will be written with sufficient detail such that the policies provide officers with clear guidance about what conduct is permitted and prohibited, how to apply discretion, and how supervisors and others may effectively assess compliance with the policies and procedures. Holding MPD officers accountable neither requires the taking of disciplinary action nor does it limit the discretion of the City or MPD to take disciplinary action.	Arlinda Westbrook	• IE Team will verify that updated policies and procedures contain sufficient detail as required.
				• Upon completion and publication of updated policies related to accountability and oversight, IE Team will conduct a survey of officers to assess their understanding of updated policies.
				• MPD will develop a procedure for how to apply discretion to implement non-punitive corrective actions; IE Team will determine if the procedure is consistent with SA requirements.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
304	Part 10: Accountability and Oversight	The City will continue to maintain a process for individuals to submit police misconduct complaints through an online form, by telephone, or in-person. After receiving an initial complaint from a complainant, the City will require staff to seek to obtain a signature on the complaint form from the complainant, if one is missing.	Arlinda Westbrook	<ul style="list-style-type: none"> · IE Team will assess the City’s process for receiving police misconduct complaints by accessing copies of online forms and telephone submissions to MPD and OPCR to verify these forms are being used. · IE Team will evaluate the on-line form and verify it is a viable option for the public’s use. · IE Team will periodically audit access to the complaint submission process by calling published telephone numbers to verify they are operational and performing random checks of Precincts and other advertised locations for available access to complaint forms. · IE Team will verify the process and procedures require staff to obtain signature on the complaint form, if missing as outlined.
305	Part 10: Accountability and Oversight	The City will maintain a website or online portal for MPD and City employees to report using their own names or anonymously report concerns related to alleged officer misconduct. The City will develop a policy on how and when MPD and City staff will be required to file reports if they have reviewed body worn camera footage and have concerns about whether the officer’s conduct complies with MPD policy or law. Anonymous reports of alleged officer misconduct through this website do not relieve MPD officers of their duty to report specific conduct under MPD policy.	Arlinda Westbrook	<ul style="list-style-type: none"> · IE Team will verify that the City has created a website or online portal for MPD and City employees to report officer misconduct. · MPD will update its policy on how and when staff are required to file reports based on a review of body worn footage that demonstrates the officer non-compliance with MPD policy or law. IE Team will review and approve updates to policies and procedures. · IE Team will audit existing reports to determine compliance with this requirement. IE Team will develop a report any observations during audits of BWC where supervisors failed to report violations or non-compliance and any documentation or evidence that indicates they should have known and reported the policy violations. · IE Team will audit the process for intake and investigation of any reported misconduct and assess whether employees reporting misconduct are free from retaliation. · IE Team will verify the anonymous reporting requirement language is included in MPD policy and interview supervisors and officers during interactions to ascertain their knowledge and understanding of anonymous reporting requirements.
306	Part 10: Accountability and Oversight	When an employee from MPD, the entity processing or investigating Human Resources complaints, or the Office of Police Conduct Review becomes aware of an individual who expresses an interest in filing a complaint regarding an officer’s conduct, they will promptly provide the individual with information about how to file a complaint consistent with the City’s and MPD’s complaint process.	Arlinda Westbrook	<ul style="list-style-type: none"> · MPD will update policies to reflect stated requirements within this paragraph. IE Team will review and approve updates to policies and procedures on how information to a complainant is given when he or she wishes to file a complaint. · IE Team will audit Internal Affairs and OPCR complaints of this nature and follow-up to determine whether MPD took the correct action on the complaint. · IE Team will perform a random audit of complainant interviews (recordings between Intake and Complainant) to assess the effectiveness of the complaint intake process. · IE Team will conduct a complainant survey to assess the effectiveness and timeliness of the complaint intake process.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
307	Part 10: Accountability and Oversight	The City will require that all complaints of police misconduct are processed as follows: a. Filed and assigned tracking number. The City will require that MPD police misconduct complaints are documented and formally filed within three business days of receipt, and that a unique tracking number is assigned promptly. b. Receipt confirming complaint received. The City will require that within seven business days of receipt of a police misconduct complaint or concern, the City investigating entity will notify, in writing, non-anonymous complainants that it has received the complaint or concern. The written notification will include the tracking number or barcode originally assigned to the complaint that the complainant may use to track the status of their complaint online from the intake process through final disposition, to the extent permissible under law. The letter will also include contact information for the investigator if one has been assigned within seven days. The notice will not contain any language that could reasonably be construed as discouraging participating in the investigation. This does not prevent the City investigating entity from requiring a complainant to agree that what they share is truthful and accurate to the best of their ability or from providing a reasonable amount of time to contact the investigator and complete an interview.	Arlinda Westbrook	<ul style="list-style-type: none"> • The City will update its policies and procedures to reflect all elements required in this section; IE Team will review and approve policy updates. • IE Team will confirm that the written notifications generated by MPD or OPCR are free from language that seemly discourages complainant participation. • IE Team will perform a system audit to determine: <ul style="list-style-type: none"> o Whether all complaints are assigned unique tracking numbers and that all complaints were documented and formally filed within 3 business days of receipt. o Whether complainants received a written receipt confirming their filing within 7 days of the filing of a complaint. o Whether written notifications include the tracking number or barcode that the complainant may use to track the status of their complaint and the contact information for the investigator if one has been assigned within the 7 days.
308	Part 10: Accountability and Oversight	Attempt to obtain signature on complaint. The City and MPD will require that for unsigned external complaints, within 30 calendar days of receiving a complaint, investigative staff will make reasonable attempts to secure a signed complaint. The City will consider complaints signed if they are submitted through email or an online portal and include a complainant name. Consistent with state and federal law, such attempts will continue to reasonably accommodate the complainant's disability status, language proficiency, and incarceration status. a. If investigative staff are unable to obtain a signed complaint despite having made reasonable attempts to do so, investigators will assess whether the evidence collected in the investigation, such as review of body worn camera footage, is sufficient to continue the investigation; and b. If preliminary investigation reveals objective verifiable evidence suggesting it is necessary and appropriate for the investigation to continue, the City and MPD will develop and implement a policy requiring the Commander of Internal Affairs or the Director of the Office of Police Conduct Review to sign an official complaint document where necessary to accept and investigate an anonymous or unsigned complaint.	Arlinda Westbrook	<ul style="list-style-type: none"> • MPD and City will update policies to require investigative staff use reasonable attempts to obtain signatures within 30 days of receipt of an unsigned external complaint and policy requiring the Commander of Internal Affairs or the Director of the Office of Police Conduct Review to sign an official complaint document where necessary to accept and investigate an anonymous or unsigned complaint.
309	Part 10: Accountability and Oversight	Internal Complaints. MPD's Internal Affairs will process and investigate police misconduct complaints originating from MPD or City employees regarding allegations of violations of MPD policy, including anonymous allegations. If MPD develops an appropriately staffed and trained Force Investigation Team or similar body, those team members may investigate allegations involving the alleged misuse of force so long as the other responsibilities of this body do not conflict with the Internal Affairs function. All of the requirements that apply to MPD's Internal Affairs and police misconduct investigators apply to an appropriately staffed and trained Force Investigation Team or similar body if MPD creates one and uses such a team to investigate allegations of police misconduct. Other than potential violations of City policy described in Paragraph 311, if the complaint involves potential violations of non-MPD City policies, then Internal Affairs and the City's entity receiving or investigating Human Resources complaints will together determine which of those entities will investigate the potential violations of the other non-MPD City policies.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will verify that the Force Investigation Team (FIT) may investigate allegations involving the alleged misuse of force does not conflict with the Internal Affairs function. • MPD will provide the FIT unit with sufficient resources to handle the volume of events they are expected to handle. • MPD will provide the FIT unit with sufficient training to effectively handle investigations. • IE Team will verify FIT policies and protocols adequately address clear direction on which entity is to handle critical investigations. • IE Team will verify MPD and City policies and procedures of how external complaints are being filed and received are updated to include these requirements. • IE Team will verify that there are policies and procedures governing how OPCR and the City's entity receiving or investigating Human Resources complaints will together determine which will investigate the potential violations of the other non-MPD City policies.
310	Part 10: Accountability and Oversight	External Complaints. The Office of Police Conduct Review will process and investigate police misconduct complaints filed by or received from members of the public regarding allegations of violations of MPD policy, including anonymous allegations. Other than potential violations of City policy described in Paragraph 311, if the complaint involves potential violations of nonMPD City policies, then the Office of Police Conduct Review and the City's entity receiving or investigating Human Resources complaints will together determine which of those entities will investigate the potential violations of the other non-MPD City policies.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will perform an audit to determine whether all external public complaints are being investigated by the Office of Police Conduct Review • IE Team will audit the decisions made as to the investigating body between the Office of Police Conduct Review and the City's entity receiving or investigating Human Resources complaints
311	Part 10: Accountability and Oversight	Human Resources Complaints. The City's entity receiving or investigating Human Resources complaints will process and investigate complaints that an MPD employee violated City antidiscrimination, harassment, and/or retaliation policy or policies, not including MPD policies.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will conduct an audit of antidiscrimination, harassment, and/or retaliation complaints to determine if the process was followed according to policy and investigated by the proper entity.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
312	Part 10: Accountability and Oversight	The City will eliminate the joint supervisor structure between MPD's Internal Affairs and the Office of Police Conduct Review so that each exercise decision-making authority independent of each other over whether to dismiss or investigate any police misconduct complaint within its respective jurisdiction and the scope of any such investigation.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will verify and audit that the City has eliminated the joint supervisor structure between MPD and Internal Affairs and the Office of Police conduct review
313	Part 10: Accountability and Oversight	The City's entity receiving or investigating Human Resources complaints will also exercise decision-making authority independent of MPD's Internal Affairs and the Office of Police Conduct Review over whether to dismiss or investigate any complaint within its jurisdiction and the scope of any such investigation.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will audit whether the City's entity receiving or investigating Human Resources complaints made an independent decision to dismiss or investigate any complaint within its jurisdiction and the scope of any such investigation.
314	Part 10: Accountability and Oversight	Nothing in this Agreement prohibits the Office of Police Conduct Review, MPD's Internal Affairs, and the City's entity receiving or investigating Human Resources complaints (collectively, "police misconduct investigating entity") from sharing knowledge with each other about the receipt of police misconduct complaints or about the fact that a police misconduct investigation is occurring. Nothing in this Agreement prohibits the police misconduct investigating entity from reporting anything learned in the investigation to the appropriate entity or official, as permitted under law.	Arlinda Westbrook	<ul style="list-style-type: none"> Guiding Principle
315	Part 10: Accountability and Oversight	Except for a critical incident, if both an internal complaint and an external complaint are received regarding the same incident, the entity that received the first complaint will investigate the incident and the scope of the investigation will include all allegations alleged in any subsequent complaints about the incident.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will verify and audit whether duplicate (internal/external) complaints were investigated by the appropriate entity based upon date received.
316	Part 10: Accountability and Oversight	The City and MPD will require that police misconduct complaints are courteously received and properly classified. The City and MPD will require that investigations of allegations of police misconduct are timely, accurate, and thorough. The City and MPD will also require that allegations of police misconduct are investigated efficiently and may include an expedited process where appropriate.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will conduct random audits of IA and OPCR casefiles to assess whether complaints are courteously received; properly classified; and investigated timely, accurately, thoroughly, efficiently
317	Part 10: Accountability and Oversight	Complaint review. The City will require that within 30 calendar days of receipt of a complaint the supervisory staff of MPD's Internal Affairs, the Office of Police Conduct Review, and/or the City entity investigating Human Resources complaints to assess and review the complaint to determine whether the complainant has alleged conduct that implicates a potential City and/or MPD policy violation; and to: a. Initially refer the complaint to mediation or investigation, as appropriate; b. Refer the complaint to mandatory mediation upon preliminary review of the complaint or at any other time in the course of investigation when deemed to be appropriate; c. Dismiss with no further action required if: (i) on its face, the complaint fails to indicate a potential policy violation; or (ii) if the complaint is contradicted by irrefutable evidence, that evidence is described in detail in the complaint file, and the investigator's supervisor has reviewed the evidence and confirmed that the evidence is irrefutable; d. In lieu of investigation, send the complaint to the MPD officer's commander for review and potential non-disciplinary corrective action for conduct if: (i) it is unrelated to MPD's policies regarding non-discriminatory and impartial policing, use of force, stops, searches, citations, arrests, and/or an officer's duty to intervene or report excessive force; (ii) it is an isolated incident; and (iii) it had or may have a negligible impact on community trust of MPD and/or MPD's operations, such as violations concerning improper attire/appearance, loss or damage of equipment (not including firearms, less-lethal weapons, radios, or automobiles), failure to properly inspect vehicles, or an officer's first failure to appear in court; and e. Use the expedited disposition process for allegations of police misconduct where an MPD officer agrees that they have violated MPD policy.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will conduct a random complaint review audit to assess whether complaints are in compliance with the paragraph's requirements
318	Part 10: Accountability and Oversight	Identification and review of all necessary evidence. Investigations of alleged police misconduct will take all reasonable steps to discover the relevant facts related to the complaint through the identification, retention, review, and analysis of all necessary available evidence, which may include, but is not limited to: time-sensitive evidence, audio and video evidence, physical evidence, arrest reports, photographic evidence, GPS records, computer data, and witness interviews. All reasonable steps will be taken to preserve relevant evidence identified during preliminary investigation.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will review and approve policy updates relating to investigators taking reasonable steps to discover the relevant facts related to the complaint. IE Team will conduct a random audit of cases to review the documentation of evidence and determine if all reasonable investigative steps were taken.
319	Part 10: Accountability and Oversight	The City will require that complaints about any MPD officer are accepted, documented and, if appropriate, investigated, even if the complainant could not identify the MPD officer's name or badge number.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will audit to determine whether all complaints against any MPD officer are accepted, documented and investigated, even if the officer is unidentifiable.
320	Part 10: Accountability and Oversight	Multiple policy violations implicated. When an allegation of police misconduct implicates multiple separate potential policy violations, the City and MPD will require that investigators identify and investigate all appropriate non-duplicative violations unless mediation, expedited disposition, or non-disciplinary corrective action is appropriate based on complaint review as provided by Paragraph 317 above.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will confirm that MPD policy requires investigators to identify and investigate all appropriate non-duplicative violations.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
321	Part 10: Accountability and Oversight	Investigations completed within 180 calendar days. For police misconduct complaints that are not subject to dismissal, mediation, expedited disposition, or non-disciplinary corrective action, the City and MPD will require investigators to complete their investigation and provide the Investigative Summary Report within 180 calendar days of the complaint being filed. This deadline may only be extended with: (a) the written approval of the Deputy Chief of the bureau containing Internal Affairs for complaints investigated by MPD's Internal Affairs; (b) the written approval of the Director of the Office of Police Conduct Review for complaints investigated by the Office of Police Conduct Review; or (c) the written approval of the department head of the entity receiving or investigating Human Resources complaints. The City and MPD will require that any request for an extension of the deadline for the investigation to be completed or for the investigation to be paused must include a short explanation of the reason(s) for granting or denying the extension or pause in the investigation. The City and MPD will require that the investigative file include the grant or denial of the extension and the basis of the decision.	Arlinda Westbrook	<ul style="list-style-type: none"> • MPD will update policies to require investigators complete their investigation within 180 calendar days of the complaint being filed and how investigation extensions are granted. IE Team will review and approve policy changes. • IE Team will conduct annual audits of Investigative Summary Reports to determine whether they are in compliance with updated policy
322	Part 10: Accountability and Oversight	Effectively, efficiently, and proactively investigate police misconduct complaints. In the course of conducting thorough and complete police misconduct investigations, the City and MPD will require that investigators in all cases complete the following, unless dismissal, mediation, expedited disposition, or non-disciplinary corrective action is appropriate: a. Plan investigations for each alleged case of police misconduct so that investigators proactively move forward with their cases effectively and efficiently based on the facts of each case; b. Take all reasonable steps to promptly identify, collect, and consider direct and circumstantial evidence necessary to determine the relevant facts, which may include but are not limited to officer-recorded audio or video taken with body worn cameras or other recording devices, including relevant evidence gathered in parallel criminal investigations or criminal or civil litigation to the extent not covered by attorney-client, work product, or other privileges; and not disregard a witness's statement solely because the witness has some connection to either the complainant or the MPD officer or because the witness or complainant has a criminal history; c. Take all reasonable steps to locate and interview all relevant witnesses, including non-MPD officer witnesses, and attempt to interview any complainant or witness in-person at a time and place that is convenient and accessible for the complainant or witness, when feasible; d. Determine whether there are any other open alleged police misconduct investigations involving the same officer in the same incident, and monitor or amend the complaint(s) or combine the investigations, as appropriate; e. Record interviews and document requests to reschedule; f. Take all reasonable steps to identify the subject MPD officer and witness MPD officer(s) if the complainant was unable to do so, or if additional subject and witness MPD officers are identified in the course of conducting the investigation; g. Identify training previously provided to the subject MPD officer relevant to the alleged misconduct; h. Identify inconsistencies, including descriptions of the evidence reviewed, where material inconsistencies exist between the complainant, MPD officer(s), and witness statements; and i. Identify relevant policies implicated by the alleged conduct in the underlying incident, including any potential policies implicated that were not identified when the complaint was initially filed. Investigators will take all reasonable steps so that all alleged conduct that potentially violates policy is fully and fairly documented and will take all reasonable steps so that all alleged conduct that potentially violates policies is fully and fairly investigated, except for allegations for which mediation, expedited disposition, or non-disciplinary corrective action is appropriate.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will conduct regular audits on random samples of misconduct investigations to determine if they include: <ul style="list-style-type: none"> o Documentation of all reasonable steps to promptly identify, collect, and consider direct and circumstantial evidence necessary to determine the relevant facts; o Documentation of all reasonable steps to locate and interview all relevant witnesses and attempt to interview any complainant or witness in-person; o Information about any other open alleged police misconduct investigations involving the same officer in the same incident; o Recordings: BWC, interviews, video and audio; o Documentation of all reasonable steps were taken to identify the subject MPD officer and witness MPD officer(s); o Training recommendations or evidence of previous training; o Credibility Statement evidencing of material inconsistencies between the complainant, MPD officer(s), and witness statements; o Documentation of all reasonable steps so that all alleged conduct that potentially violates policies is fully and fairly investigated.
323	Part 10: Accountability and Oversight	The City and MPD will require that investigators of alleged police misconduct complaints encourage witnesses to provide a full account of what occurred; ask open-ended questions as appropriate; remain neutral throughout the investigation; and not close an investigation solely because of findings in related criminal proceedings or solely because the complainant seeks to withdraw the complaint or is unavailable, unwilling, or unable to cooperate with an investigation. If the complainant is unable or unwilling to provide information beyond the initial complaint, the investigation will continue if justified based on the available evidence in accordance with applicable policy, applicable law, and any applicable collective bargaining agreements.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will conduct regular audits of random samples of police misconduct complaints to determine if investigators: <ul style="list-style-type: none"> o encourage witnesses to provide a full account of what occurred; o ask open-ended questions as appropriate; o remain neutral throughout the investigation; o not close an investigation solely because of findings in related criminal proceedings or solely because the complainant seeks to withdraw the complaint or is unavailable, unwilling, or unable to cooperate with an investigation.
324	Part 10: Accountability and Oversight	The City and MPD will require that thorough and complete police misconduct investigative files are maintained whenever a police misconduct investigation occurs. Consistent with state law, these investigative files will include at a minimum: a. An explicit identification of each allegation and documentation of all relevant evidence that was gathered, including names, phone numbers, and addresses of witnesses to the alleged misconduct. In situations in which there are no known witnesses, the file will specifically state this fact. In situations in which witnesses were present but circumstances prevented the investigator from collecting information from those witnesses, the investigative file will state the reasons why. The investigative file also will include all available identifying information for anyone who refuses to provide a statement; b. Documentation of each interview conducted or the recording of those interviews, if available; c. The names of all MPD officers who were identified as witnesses to the alleged misconduct; d. All MPD officer original written statements, as well as any amendments or clarifications to the original statement, and any subsequent written statements; and e. Any facts or circumstances developed in the investigation that are relevant to the subject's, the complainant's, or any witness's credibility.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will conduct regular audits of random samples of police misconduct investigations to determine if cases are thorough and complete and contain: documentation and recordings of each interview conducted; names of all MPD officers who were identified as witnesses to the alleged misconduct; All MPD written statements; Credibility assessments for subject, complainant, and witnesses;

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
325	Part 10: Accountability and Oversight	If at any time during the intake or investigation of a police misconduct complaint, an allegation is made indicating potential criminal conduct by an MPD officer or an investigator finds evidence indicating potential criminal conduct by any MPD officer, the City and MPD will require that the investigator inform the director or head of their department, who will review the evidence, determine if it is appropriate to forward the evidence to the appropriate law enforcement entity, and document their decision about whether to inform a law enforcement entity and the basis for their decision.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD and the City will update policies to require an investigator to inform the director or head of their department when an allegation is made indicating potential criminal conduct by an MPD officer or evidence of such is found by the investigator. IE Team will review and approve policy changes. IE Team will conduct an audit of all alleged criminal investigations related to misconduct investigations to determine compliance with updated policy.
326	Part 10: Accountability and Oversight	The City and MPD will require investigators of police misconduct complaints to ask interviewees what, if any, documents, audio, or video footage, media coverage of the incident if relevant, or other evidence they have reviewed in preparation for the interview, and if so, the date, time, and place the information was reviewed; ask whom they have spoken to about the investigation and if they have done so, the date, time, place, and content of such communication, subject to any privilege recognized under Minnesota or federal law. The City and MPD will require investigators to document the result of these inquiries and include a summary of the inquiries in the Investigative Summary Report.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD and the City will update its procedures to require investigators to inquire interviewees of relevant documents, audio, or video footage, media coverage of the incident if relevant, or other evidence they have reviewed in preparation for the interview. IE Team will review and approve updates to procedures. MPD and the City will update its procedures to require investigators document and summarize the result of these inquiries in the Investigative Summary Report. IE Team will review and approve updates to procedures. IE Team will conduct an audit of a random sample of investigative summary reports and investigative case files to determine whether the MPD and the City are compliant with updated procedures.
327	Part 10: Accountability and Oversight	Investigative Summary Report. The City and MPD will require that when investigators have completed an investigation of alleged police misconduct, investigators will promptly finalize a summary report ("Investigative Summary Report"). The Investigative Summary Report will include the elements of the investigative file outlined in Paragraph 324.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will conduct an audit of a random sample of investigative case files to determine whether investigators are promptly finalizing a summary report for all completed investigations.
328	Part 10: Accountability and Oversight	Supervisory Review of Investigative Summary Report and Review Panel. The City and MPD will require that any supervisory review and approval of investigative files and Investigative Summary Reports is complete within fifteen calendar days of an investigator completing their investigation and the Investigative Summary Report, unless additional investigation is needed as set forth below in Paragraph 335. Upon supervisor approval of the Investigative Summary Report for police misconduct investigations conducted by MPD and/or the Office of Police Conduct Review, the investigative file (with any irrelevant information about non-complaining City employees' protected class status or protected activity redacted, and with all irrelevant information about City employees' medical information redacted) including the Investigative Summary Report will be forwarded to a Review Panel for the purpose of deliberating and making recommendations regarding the merits of the complaint. A Review Panel shall convene when scheduled by the City's Department of Civil Rights as soon as possible, but in no case more than 30 days from approval of the Investigative Summary Report.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD and the City will update policies to require a supervisory review and approval of investigative files and Investigative Summary Reports to be completed within fifteen calendar days of an investigator completing their investigation and to require a Review Panel to convene within 30 days from approval of the Investigative Summary Report. IE Team will review and approve policy changes. IE Team will audit the case management system for police accountability to determine this policy requirement is being met at a sufficient rate.
329	Part 10: Accountability and Oversight	Within seven calendar days of receipt of the Review Panel recommendation, the Director of the Office of Police Conduct Review or MPD's Deputy Chief of the bureau containing Internal Affairs, as applicable, will review and provide to the Police Chief the Review Panel's recommendations, the investigative file (with any irrelevant information about non-complaining City employees' protected class status or protected activity redacted, and with all irrelevant information about City employees' medical information redacted), and the Investigative Summary Report.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD and the City will update policies to require the Director of the OPCR or MPD's Deputy Chief of Internal Affairs to review and provide to the Police Chief the Review Panel's recommendations and the investigative file within 7 days of Review Panel recommendation. IE Team will review and approve policy changes. IE Team will audit the case management system for police accountability to determine this policy requirement is being met at a sufficient rate.
330	Part 10: Accountability and Oversight	Within 15 calendar days of receipt of the Review Panel recommendation or of receipt of the Investigative Summary Report and investigative file from the entity investigating Human Resources complaints, the Police Chief or their designee may return the investigatory file for additional investigation. If the Police Chief or their designee does not return the investigatory file for additional investigation, then within 30 calendar days of receiving the investigative file and Investigative Summary Report, the Police Chief will issue a determination finding, based on the preponderance of the evidence, for each investigated allegation and impose any related discipline for each investigated allegation, unless the time period is tolled under law. The deadline also may be tolled during the time that the employee is on leave as authorized under City ordinance. Once the deadline is no longer tolled, the Police Chief, must make their determination and disciplinary decision within 30 calendar days from the date that the tolling expires.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will conduct an audit to determine whether the Police Chief's return of an investigation was completed within 15 days after the Review Panel's recommendation and to determine whether the Police Chief issued a determination finding, based on the preponderance of the evidence, for each investigated allegation and imposed any related discipline for each investigated allegation within 30 days of receipt of the recommendation. The MPD will update its policy to provide criteria for when the 30 day deadline may be extended during the time that the employee is on leave as authorized under City ordinance. IE Team will review and approve policy changes.
331	Part 10: Accountability and Oversight	The City and MPD will clearly identify the appropriate standards of proof for police misconduct findings in policies, trainings, and procedures for police misconduct findings.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD will demonstrate to IE Team that policies, training curriculum, and SOPs contain the appropriate standards of proof for police misconduct

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332	Part 10: Accountability and Oversight	Where an allegation of police misconduct contains multiple separate potential policy violations, even if the most serious allegations are “Not Sustained,” the City will continue the practice that such a determination will not preclude the imposition of discipline, training, or other non-disciplinary corrective measures for Sustained findings of less serious misconduct stemming from the same set of allegations.	Arlinda Westbrook	<ul style="list-style-type: none"> • MPD will update its policies to requiring the imposition of discipline, training, or other non-disciplinary corrective measures for Sustained findings of less serious misconduct when there are other more serious allegations that are “Not Sustained.” IE Team will review and approve policy. • IE Team will conduct regular audits of all sustained allegations to determine whether MPD is adhering to the policy.
333	Part 10: Accountability and Oversight	All disciplinary decisions, and discipline imposed will be documented in writing, maintained in the administrative investigative file, the Early Intervention System, and the MPD officer’s disciplinary history consistent with any collective bargaining agreements, and they will be reported within the case management system consistent with MPD policy.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will conduct an audit of systems to determine whether all disciplinary decisions, and impositions are documented in writing, maintained in the administrative investigative file, the Early Intervention System, and the MPD officer’s disciplinary history consistent with any collective bargaining agreements, and they will be reported within the case management system consistent with MPD policy.
334	Part 10: Accountability and Oversight	The City and MPD will require that supervisors regularly communicate with the investigators under their supervision to evaluate the progress of police misconduct investigations.	Arlinda Westbrook	<ul style="list-style-type: none"> • The MPD and the City will update procedures to require regular communication between supervisors and investigators on evaluating the progress of misconduct investigations. • IE Team will conduct an audit of available documentation (case notes, emails, etc.) to demonstrate such regular communication is occurring
335	Part 10: Accountability and Oversight	The City and MPD will require supervisors of investigators of police misconduct to review Investigative Summary Reports and key relevant evidence, which may include any audio or video footage, for accuracy, completeness, and compliance with City and MPD policy. The City and MPD will require supervisors to also review full investigative files, if necessary. The City and MPD will require supervisors to order additional investigation when it appears that additional relevant evidence may assist the investigation, for example in resolving inconsistencies or improving the reliability or credibility of the Investigative Summary Report. The City and MPD will require the supervisor to document in writing the need and basis for that additional investigation. In such a case, the supervisor must provide a date by which the additional investigation will be complete, and the Investigative Summary Report will be submitted for review and approval.	Arlinda Westbrook	<ul style="list-style-type: none"> • MPD and the City will update policies to require supervisory review of full investigative reports and evidence for accuracy, completeness, and compliance with policy, and to require supervisory approval to order an investigator to conduct additional investigation, in writing, and to provide a completion date of the additional investigation. IE Team will review and approve policy changes. • IE Team will conduct an audit of additional investigations that were approved to determine compliance with the policy.
336	Part 10: Accountability and Oversight	Understanding that investigations are important not only to identify an individual officer’s potential misconduct but also to identify failure or gaps in policy, trends, and/or needs for greater supervision or training, the City and MPD will continue investigating allegations involving level 3 uses of force, and will continue investigating other allegations if feasible, even if the officer under investigation leaves or separates. Because this investigation would be continued for the purposes of identifying failures or gaps in policy, trends, and/or needs for greater supervision or training generally, the Police Chief will not be required to issue sustained findings or impose discipline on the officer who separated from MPD.	Arlinda Westbrook	<ul style="list-style-type: none"> • MPD and the City will update policies on investigations to require the continuation of Level 3 UOF investigations for officers who separated from MPD employment during the investigation. IE Team will review and approve policy changes. • IE Team will conduct regular audits of all officers who separate from employment that were also under investigation for Level 3 UOF to determine if such investigations continued and were ultimately completed and reviewed by the Quarterly Review Panel.
337	Part 10: Accountability and Oversight	Community Oversight Commission. The City will maintain a community oversight commission to provide meaningful public participatory independent oversight of the MPD by, at a minimum, hosting regularly scheduled meetings with comments from the public; and collecting, reviewing, and analyzing summary data that is: (a) requested by the commission, (b) within the commission’s jurisdiction, (c) does not include information subject to attorney client, work product, or other privileges, and (d) is consistent with the Minnesota Government Data Practices Act. If the City asserts that the request from the commission is unduly burdensome, it will meet with the commission to attempt to narrow the request, so the commission and City agree on the scope of the request.	Arlinda Westbrook	<ul style="list-style-type: none"> • IE Team will verify that the City has created the Community Oversight Commission and that Commission is holding regular scheduled meetings with comments from the public and collecting, reviewing and analyzing summary data
338	Part 10: Accountability and Oversight	The City will develop an outreach strategy for the community oversight commission to appoint a diverse group of community members that represent a cross-section of the Minneapolis community. The outreach strategy should include outreach to formerly incarcerated individuals, people with different abilities, LGBTQ individuals, Black, Indigenous, and other individuals of color, as well as community members from every ward of the City.	Arlinda Westbrook	<ul style="list-style-type: none"> • The City will adopt a policy developing an outreach strategy and ensure it is inclusive and reaches diverse communities. • IE Team will verify that the City has developed an outreach strategy for the community oversight commission to appoint a diverse group of community members. • IE Team will verify that the outreach strategy should include representation from all groups outlined in the paragraph.
339	Part 10: Accountability and Oversight	The City will require that the Office of Police Conduct Review provide sufficient staff support to provide the community oversight commission with meaningful participatory oversight.	Arlinda Westbrook	<ul style="list-style-type: none"> • OPCR will provide sufficient resources to support the Community Oversight Commission; IE Team will survey and evaluate whether the Community Oversight Commission has sufficient resources to achieve its objectives.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
340	Part 10: Accountability and Oversight	The City and MPD will accept, document, and investigate allegations that a City or MPD employee, who is responsible for processing or investigating police misconduct complaints, refused to accept, discouraged the filing of, or provided false or misleading information about filing a police misconduct complaint; and, where appropriate, the City and/or MPD may subject that employee to discipline.	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policies requiring those responsible for receiving misconduct complaint to accept, document, and begin investigations of such allegations, and that if a City or MPD employee refuses to accept, discourages the filing of, or provides false or misleading information about filing a police misconduct complaint, such employee(s) would be subject to discipline. IE Team will review and approve policy changes. IE Team will audit compliance with this policy.
341	Part 10: Accountability and Oversight	The City will require that when employees of the Office of Police Conduct Review, or employees of the entity processing or investigating Human Resources complaints, become aware of civil lawsuits where an MPD officer is a defendant or aware of criminal proceedings where an MPD officer is a suspect or defendant, Internal Affairs will be promptly informed about those proceedings.	Arlinda Westbrook	<ul style="list-style-type: none"> The City will adopt policies and procedures to ensure that OPCR and Human Resource receive notifications of any civil lawsuit against MPD officers and that such information is promptly reported to MPD Internal Affairs. IE Team will review and approve policy and procedures. Annually, the IE Team will review all civil lawsuit against MPD officers to verify that they have been appropriately reported to Internal Affairs and audit any data systems used to document civil lawsuits and Internal Affairs complaints.
342	Part 10: Accountability and Oversight	If in the course of a police misconduct investigation, the investigating entity becomes aware of a non-subject officer's potential misconduct that is separate and distinct from the incident the entity is investigating, the City and MPD will require that the investigating entity report that information to the Commander of Internal Affairs for review and investigation as appropriate.	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policies requiring the reporting of any potential misconduct of a non-subject officer that they become aware of in the course and scope of an investigation and be required to report those additional allegations to the Commander of Internal Affairs for review and investigation as appropriate. IE Team will review and approve policy changes.
343	Part 10: Accountability and Oversight	Potential Civil Rights Violations. If a police misconduct complaint involves allegations of discrimination on the basis of a protected class, the City will require the City investigating entity to inform the complainant that they "may contact the Minneapolis Department of Civil Rights and the Minnesota Department of Human Rights which will determine if a charge of discrimination can be filed."	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policies requiring the investigator to inform the complainant of their rights to consult with the Minneapolis Department of Civil Rights and the Minnesota Department of Human Rights when allegations of discrimination are raised; investigators will be required to document this delivery of information in the investigative case file. IE Team will review and approve policy changes. IE Team will conduct an audit of cases files that allege misconduct related to discrimination for compliance with this policy.
344	Part 10: Accountability and Oversight	Referral from Minneapolis Department of Civil Rights to the Office of Police Conduct Review. All complainants who file charges with the Minneapolis Department of Civil Rights alleging that an MPD officer discriminated against them will be informed within 7 days of their charge being filed that they may also be able to file a complaint with the Office of Police Conduct Review or Internal Affairs.	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policy requiring a complainant who file charges with the Minneapolis Department of Civil Rights alleging that an MPD officer discriminated against them be informed within 7 days of the filing of their charges with MDCR. IE Team will conduct an audit of cases files that allege misconduct related to discrimination for compliance with this policy.
345	Part 10: Accountability and Oversight	To avoid the negative impact of actual or perceived bias on the legitimacy of investigations of police misconduct complaints, the City and MPD will require that: a. Personnel will not be assigned to conduct any investigation if doing so would create an actual or perceived conflict of interest as defined by City or MPD policy or City ordinance, and if a conflict exists, a different investigator will be assigned to complete the investigation in the same entity unless the entire investigative entity is conflicted out of conducting the investigation, and in that case, the investigative entities may refer cases to one another or to an independent, external investigator; b. An investigation may not be conducted by any supervisor or MPD officer who allegedly authorized, witnessed, or participated in the incident giving rise to the complaint. Unless otherwise required by law, no such person may participate in any phase of the complaint investigation or disciplinary process except that they may participate as a witness or subject MPD officer; and c. No MPD officer who has an external business relationship or close personal relationship, as defined in City or MPD policy or City ordinance, with a subject MPD officer or witness in an investigation will conduct or review the investigation. Unless otherwise required by law, no such person may participate in any phase of the complaint investigation or disciplinary process except that they may participate as a witness or subject MPD officer.	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policy outlining the restrictions of assigning in investigations to protect the legitimacy of investigations. Policy must address perceived or actual conflicts, prohibition for a witness officer or participant conducting the investigation, and personal relationships with subject officer or witnesses. IE Team will review and approve policy changes.
346	Part 10: Accountability and Oversight	When an investigator notifies the subject MPD officer that they will be interviewed as part of an alleged police misconduct investigation, the City and MPD will require investigative staff to notify the MPD officer's supervisor and commander of the upcoming interview and ongoing investigation. So long as permitted by law, notice to the subject officer will include a provision prohibiting the officer from speaking to witnesses or complainants about the subject of the complaint.	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policies requiring notification to the MPD officer's supervisor and commander of any upcoming interview and ongoing investigation. IE Team will review and approve policy changes.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
347	Part 10: Accountability and Oversight	Discipline Matrix. MPD's existing discipline matrix sets forth the parameters of discipline for various MPD policy violations. Within one calendar year of the Effective Date, and on an annual basis thereafter, MPD will review or refine the MPD discipline matrix as necessary so that it is consistent with the terms of this Agreement and MPD's policies and procedures.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD will review and update its Disciplinary Matrix annually to conform with the terms of the Settlement Agreement. IE Team will review and approve any changes to the Disciplinary Matrix. MPD must provide documentation of this review process for IE Team to review or otherwise include IE Team in any meetings where changes to the Disciplinary Matrix are under consideration.
348	Part 10: Accountability and Oversight	Following an explicit discipline reset or notice to change prior disciplinary practices, MPD will impose discipline based on the nature of the misconduct in a fair and consistent fashion and will endeavor to do so in a timely manner. MPD will also require that mitigating and aggravating factors are identified, consistently applied, and documented.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will conduct an audit to evaluate fairness and consistency in the application of the Disciplinary Matrix and whether mitigating and aggravating factors are identified, consistently applied, and documented. IE Team will conduct quarterly audits of discipline outcomes to verify whether it is appropriate based on the Disciplinary Matrix.
349	Part 10: Accountability and Oversight	Prohibiting retaliation. MPD will continue to expressly prohibit all forms of retaliation, intimidation, coercion, or adverse action directed at any person because they report misconduct or cooperate with a police misconduct investigation.	Arlinda Westbrook	<ul style="list-style-type: none"> IE Team will review MPD's existing retaliation policy to determine compliance with this provision. IE Team will audit all retaliation complaints to determine adherence to policy.
350	Part 10: Accountability and Oversight	Prohibiting interference with police misconduct investigations. To the extent permitted by law, the City and MPD will prohibit interfering with a police misconduct investigation, including being untruthful in an investigation into misconduct or colluding with other individuals to undermine such an investigation. The City and MPD will require that such conduct may result in disciplinary action and/or may result in a referral to the relevant prosecuting entity for criminal prosecution based on the seriousness of the conduct, regardless of whether the underlying allegation of misconduct being investigated is ultimately sustained.	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policies regarding the prohibition on interfering with police misconduct investigations, including being untruthful in an investigation into misconduct or colluding with other individuals to undermine such an investigation. IE Team will review and approve policy changes. IE Team will verify the appropriate discipline for such violations is reflected in the Disciplinary Matrix. IE Team will conduct an audit of complaint intake to confirm such cases have been properly classified.
351	Part 10: Accountability and Oversight	The Parties recognize the importance of keeping Internal Affairs and the defense of civil litigation separate. MPD will continue to maintain a process that requires Internal Affairs investigations to not be prejudiced by concerns regarding civil liability.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD will adopt policies and procedures that outline a process that requires Internal Affairs investigations to not be prejudiced by concerns regarding civil liability. IE Team will review and approve policy and procedures.
352	Part 10: Accountability and Oversight	Full cooperation required. The City will require all City officials, departments, and employees to cooperate with lawful requests from personnel engaged in the investigation activities described in this section by providing full, free, and unrestricted access to the extent authorized by law to all requested information. The City will deem the failure by any official or employee to comply with lawful requests for information or access to be an act of misconduct that may be subject to discipline, unless there is a lawful basis to not comply with the request, such as that the information at issue is subject to the attorney-client or work product privileges, or other privileges or restrictions on access that are recognized under law.	Arlinda Westbrook	<ul style="list-style-type: none"> The City will adopt a policy that requires all City officials, departments, and employees to cooperate with lawful request from personnel conducting misconduct investigations or be subject to discipline. IE Team will review and approve policy.
353	Part 10: Accountability and Oversight	The City and MPD will require prompt notification to the City Attorney's Office, of information identifying any pending or sustained allegations of police misconduct. This requirement does not limit the ability of the City Attorney's Office's to make its own independent assessments regarding the information or allegations of police misconduct.	Arlinda Westbrook	<ul style="list-style-type: none"> The City and MPD will adopt policies requiring prompt notification to the City Attorney's Office of pending or Sustained allegations. IE Team will review and approve policy.
354	Part 10: Accountability and Oversight	The City and MPD will prioritize hiring, training, and retaining police misconduct investigation staff with expertise in conducting quality investigations with training in trauma informed investigations, policing practices, and accountability.	Arlinda Westbrook	<ul style="list-style-type: none"> MPD will demonstrate to IE Team the method of selection for IAD personnel and demonstrate that such personnel are trained in accordance with this requirement
355	Part 11: Data Systems, Analysis, and Transparency	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Eric Melancon	<ul style="list-style-type: none"> Guiding Principle
356	Part 11: Data Systems, Analysis, and Transparency	Data-driven decision-making supports a culture of critical self-examination, accountability, and aligning values with actions.	Eric Melancon	<ul style="list-style-type: none"> Guiding Principle
357	Part 11: Data Systems, Analysis, and Transparency	MPD can promote and maintain non-discriminatory policing by using metrics and data to guide strategic decisions that align with its values and goals.	Eric Melancon	<ul style="list-style-type: none"> Guiding Principle

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
358	Part 11: Data Systems, Analysis, and Transparency	MPD will share data it collects to provide transparency to the public with respect to its policing practices and accountability systems, to the extent allowable by law.	Eric Melancon	<ul style="list-style-type: none"> Guiding Principle
359	Part 11: Data Systems, Analysis, and Transparency	Quantitative data analysis does not and cannot replace authentic, quality engagement. Qualitative data derived from authentic, quality engagement is critical to understand the needs of community members, officers, and supervisors.	Eric Melancon	<ul style="list-style-type: none"> Guiding Principle
360	Part 11: Data Systems, Analysis, and Transparency	MPD will use existing or new data systems to collect and analyze information, facilitate accountability and training, and support continuous quality improvement. Data systems will collect and store information in a format easily retrievable for intended users, as outlined by this Agreement. To achieve this objective, the City will provide the resources necessary to complete the objectives detailed below.	Eric Melancon	<ul style="list-style-type: none"> MPD and City IT will submit to IE Team a total budget each year for project implementation costs, to include IT vendor costs and all IT support services costs to validate existing and new system improvements are able to comply with all requirements of the Agreement.
361	Part 11: Data Systems, Analysis, and Transparency	Within 120 calendar days of the Effective Date, the City will hire a qualified individual or organization to conduct an assessment of MPD's current information collection mechanisms and data management technology to identify: a. What data MPD currently collects and what additional data is required to be collected to comply with this Agreement; b. The manner of collection (e.g., electronic or paper); c. The frequency with which each type of data is updated; d. The quality control mechanisms in place, or the need for such mechanisms, so that data is accurately collected; e. What software applications or data systems MPD currently has and the extent to which they are used or accessed by MPD officers; f. Redundancies or inefficiencies among the applications and systems currently in use; and g. The extent to which the applications and systems currently in use interact with one another effectively.	Eric Melancon	<ul style="list-style-type: none"> Upon completion of the Report, IE Team will review the findings to determine whether the scope of the review was sufficient to meet all paragraph requirements. IE Team will confirm hiring and qualification of the individual or organization hired to assess MPD's information collection mechanisms and data management technology and will review the assessment to confirm compliance with the requirements of this paragraph.
362	Part 11: Data Systems, Analysis, and Transparency	Within 90 calendar days of completion of the assessment described in the preceding paragraph, MPD will develop a plan, including a timeline for implementation, to prioritize and address the needs identified to enhance MPD's information collection mechanisms and data management technology ("Data Systems Plan"). MPD will implement the Data Systems Plan in accordance with the specified timeline for implementation.	Eric Melancon	<ul style="list-style-type: none"> MPD Data Systems Plan must have an implementation timeline that ensures expeditious delivery of all required data reporting systems IE Team will review City IT budget plan to determine whether resources are sufficient to fully fund all aspects of the Data Systems Plan. IE Team will have monthly check-ins with City IT and MPD on the status of IT projects (same meetings as EIS deployment).
363	Part 11: Data Systems, Analysis, and Transparency	The Data Systems Plan shall address how MPD can best and most cost-effectively create a centralized data and records management system (which may consist of several different data record systems that can be linked or interconnected in a user-friendly manner for data recording and analysis purposes) that is: a. Capable of storing, in an easily searchable manner, all data required by this Agreement; b. Capable of using unique numbers or other identifiers to track all officer activities and supervisory reviews that are required by this Agreement. The system shall be capable of using a single unique identifier to identify and link all documents and police enforcement activities related to a pedestrian or vehicle stop, any search or arrest connected to that stop, whether the incident was a CIC incident, any use of force connected to the stop, search, or arrest, and all reviews, investigations, and complaints arising from police enforcement activity such as a stop, search, arrest, or use of force; c. Capable of recording the actual or perceived race and/or ethnicity and role of individuals involved in traffic stops, such as whether they are a driver, passenger, or pedestrian; d. Capable of identifying whether a search is discretionary or not – for example, if a search is incident to arrest, then it is not discretionary; e. Capable of allowing an officer to record the detailed basis for a stop in a short narrative format in one of the data fields, and allowing officers to record the basis for a search; f. Capable of allowing officers to input information and data that is required to be tracked by MPD policy in a single program or allows for easy cross-access and cross-communication between systems; and g. Capable of representing data in a visually meaningful way; utilizing charts, graphs, and maps as appropriate to see and understand trends, outliers, and patterns in the data.	Eric Melancon	<ul style="list-style-type: none"> MPD and City IT will provide IE Team with access to RMS to allow for independent validation of all capabilities listed in the paragraph:

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
364	Part 11: Data Systems, Analysis, and Transparency	On an annual basis, to improve the accuracy, reliability, and efficiency of its data collection, MPD will review and, as necessary, revise departmental forms and data systems relating to: use of force, stops, searches, arrests, citations, interactions with individuals in crisis, and the disciplinary process.	Eric Melancon	<ul style="list-style-type: none"> · Upon completion of the Accenture Report, MPD and City IT will provide a catalog of all electronic forms (and paper forms which are later used to input data into electronic systems) and when the forms were last updated or revised. · MPD and City IT will incorporate into the Data Systems Plan an outline of which forms will receive updates to ensure that all forms are sufficiently updated to capture all required information needed under the Agreement. · MPD and City IT will verify to IE Team that any new forms or new fields that are tied to required information items in the Agreement are also required for submission to the electronic system of records and that such fields, when possible, are not programmed as “optional” . · MPD will develop a timeline for when all form updates will be completed so that data generation can be properly contextualized and consistent for annual comparison and IE Team review purposes.
365	Part 11: Data Systems, Analysis, and Transparency	Within one calendar year from Effective Date, the City and MPD will have a centralized case management system for its police misconduct investigations that has the following capacities: a. Capable of storing, in an easily searchable manner, all data required by the Accountability and Oversight Section of the Agreement in programs that allow for easy cross-access and cross-communication between systems and access for the City Attorney’s Office; b. Capable of maintaining a wall between investigations completed by independent entities such as Internal Affairs and the Office of Police Conduct Review; c. Maintaining accurate and reliable data regarding the number, nature (general narrative of allegations), specific alleged policy violations, and status of all complaints and administrative notifications, from the intake process to final disposition, including any imposed disciplinary decision, grievance process, arbitration, or appeal relating to the final disciplinary decision, if any, and whether any discipline imposed was ultimately reduced or reversed; d. Identifying the status of investigations; e. Identifying caseloads for investigators; and f. Maintaining all documents and investigative materials—including audio and video—in a digital format, accessible through the case management system.	Eric Melancon	<ul style="list-style-type: none"> · MPD must have the ability to demonstrate to IE Team that the system(s) used for disciplinary records and internal affairs investigations can meet each of the requirements in the paragraph · IE Team will audit internal affairs and OPCR cases to perform checks against the content of the investigation and what is shown in the case management system of record to verify that entries are correctly input in the system (method of such audits TBD).
366	Part 11: Data Systems, Analysis, and Transparency	Internal Affairs and Office of Police Conduct Review investigative files will be electronically preserved within the case management system and in accordance with the City’s record retention policies.	Eric Melancon	<ul style="list-style-type: none"> · IE Team will audit the systems of record from both MPD and OPCR to determine all records of being maintained within the systems per records retention policy of the City and with State Law . · IE Team will audit to verify that no records required to be preserved have been deleted, expunged or otherwise are missing.
367	Part 11: Data Systems, Analysis, and Transparency	For each complaint, the case management system will separately track, and have capacity to conduct searches and generate reports sufficient to identify and analyze trends relating to, at a minimum, the following: a. Allegations of discriminatory policing based on an individual’s membership or perceived membership in an identifiable group, based upon, but not limited to: race and/or ethnicity, color, national origin, ancestry, immigration status, sex, gender identity or expression, age, religion, sexual orientation, marital status, familial status, disability, status with regard to public assistance, and any other protected class status under Minnesota, federal, or City laws; b. Allegations of unlawful stop, search, citation, or arrest practices; c. Allegations of excessive force; d. Allegations of misconduct arising during an interaction with individuals in crisis; e. Allegations of retaliation; f. Allegations of conduct alleged to have occurred in retaliation for engaging in lawful demonstrations or protests, observing or filming police activity, or criticizing an officer or the officer’s conduct; and g. Allegations of officer-involved violence directed against a person because of that person’s gender, domestic violence, or sexual misconduct.	Eric Melancon	<ul style="list-style-type: none"> · MPD must have the ability to demonstrate to IE Team that the system(s) used for disciplinary records and internal affairs investigations can meet each of the requirements in the paragraph
368	Part 11: Data Systems, Analysis, and Transparency	The purpose of the MPD Review Panel is not discipline, but is instead for MPD to critically review, analyze, and assess its enforcement practices to: a. Evaluate if actions by MPD officers during the incident were tactically sound and whether the actions reflect a need for change or clarification to MPD policy and/or training; b. If applicable, identify specific modifications to existing policy, training, tactics, or equipment to address patterns of discrimination and bias; c. Assess whether enforcement activities, including uses of force, stops, searches, citations, and arrests, are being used in a non-discriminatory manner and to identify patterns that might be indicators of bias; and d. If applicable, identify if there are additional resources or capacity from outside of MPD that could assist with enforcement; such as regulatory services notifying vehicle owners that their headlight is out.	Eric Melancon	<ul style="list-style-type: none"> · MPD will create a standalone policy for the MPD Review Panel and develop training on the panel for its participants that clearly outlines the objectives and its role and responsibility for the agency. This policy and its training must clearly capture all stated requirements of the Agreement.
369	Part 11: Data Systems, Analysis, and Transparency	MPD will establish an MPD Review Panel within 180 calendar days of the Effective Date to: effectively analyze and assess MPD’s enforcement practices and related reporting and review procedures; conduct trend analysis based on enforcement data; identify tactical, equipment, training, or policy concerns based on analysis of incidents and data; and develop recommendations regarding modifications to tactics, equipment, training, or policy as necessary to address identified practices or trends relating to enforcement practices.	Eric Melancon	<ul style="list-style-type: none"> · MPD will create a standalone policy for the MPD Review Panel and develop training on the panel for its participants that clearly outlines the objectives and its role and responsibility for the agency. This policy and its training must clearly capture all stated requirements of the Agreement.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
370	Part 11: Data Systems, Analysis, and Transparency	The MPD Review Panel will be chaired by the Police Chief, or the Chief's designee at the level of Deputy Chief or above, or Chief of Staff, if they are sworn, and will include, at a minimum, the Deputy Chiefs of Patrol and Professional Standards, and MPD officers responsible for overseeing policy development, policy implementation, training, and misconduct investigations. Additional members of the MPD Review Panel will be named by the Police Chief. The Chief may determine that select members of the MPD Review Panel are required for review of different types of enforcement activity and related aggregate data.	Eric Melancon	<ul style="list-style-type: none"> MPD will create a standalone policy for the MPD Review Panel and develop training on the panel for its participants that clearly outlines the objectives and its role and responsibility for the agency. This policy and its training must clearly capture all stated requirements of the Agreement.
371	Part 11: Data Systems, Analysis, and Transparency	MPD will require that the MPD Review Panel is staffed with MPD employees, whether sworn or civilian, with sufficient experience, rank, knowledge, and expertise to complete the list of tasks detailed, including individuals with background and experience with analyzing data so that the staff can compile and analyze information to present to the MPD Review Panel. The City will provide the MPD Review Panel with sufficient resources to perform the tasks outlined in this section.	Eric Melancon	<ul style="list-style-type: none"> MPD will facilitate a virtual meeting option to allow IE Team to observe all MPD Review Panel meetings and presentations to determine whether the requirements under the Agreement are being met. MPD will provide sufficient resources and technology tools to ensure that this requirement can be maintained.
372	Part 11: Data Systems, Analysis, and Transparency	The MPD Review Panel will meet to review the incidents identified below on a quarterly basis.	Eric Melancon	<ul style="list-style-type: none"> Requirement incorporated into process outlined for paragraph 373.
373	Part 11: Data Systems, Analysis, and Transparency	The MPD Review Panel will meet quarterly to review, assess documentation and information, and make recommendations as set forth above in Paragraphs 368 through 372. In the first two years of MPD Review Panel meetings: a. At each quarterly meeting, review and assess documentation and information collected regarding all level 3 reportable use of force incidents that occurred in the prior three months unless there is an open criminal investigation of an MPD officer, and those will be reviewed and assessed at the next quarterly meeting following completion of the investigation; and b. In one quarterly meeting, review and assess documentation and information collected regarding a statistically representative sample of levels 1 and 2 reportable use of force incidents, that occurred in the prior year, to analyze whether: i. MPD officers completely and thoroughly reported the reason for the initial stop, arrest, or other enforcement action, the type and amount of force used, the individual's actions or other circumstances necessitating the level of force used, and all efforts to de-escalate the situation; ii. The precinct-level supervisory review, investigation, and policy compliance determinations regarding the incident were thorough, complete, objective, and consistent with MPD policy; iii. Any tactical, equipment, supervision, training, or policy concerns are identified and, to the extent necessary, addressed; and iv. Any patterns related to use of force incidents are identified and, to the extent necessary, addressed. c. In separate quarterly meetings, review and assess documentation and information collected regarding a statistically representative sample for reviewing: traffic stops in the prior year; pedestrian stops in the prior year; discretionary searches in the prior year; citations in the prior year; and arrests in the prior year, to analyze whether: i. MPD officers completely and thoroughly reported the reason for the initial stop, arrest, or other enforcement action, the type and amount of force used during a stop, the individual's actions or other circumstances necessitating the level of force used, and all efforts to de-escalate; ii. The precinct-level supervisory review, investigation, and policy compliance determinations regarding the incident were thorough, complete, objective, and consistent with MPD policy and procedure; iii. The percentage and proportionality of enforcement related contacts, such as stops, detentions, searches, citations, and arrests completed for different racial groups where the recorded basis for the police enforcement activity is similar; iv. The percentage of enforcement related contacts, such as stops and detentions that uncover evidence of criminal activity, including warnings, citations, and arrests, and the nature of the criminal activity uncovered, e.g., the rate at which stops result in evidence of felonies. MPD may also separately analyze the percentage of enforcement related contacts that lead to citations or arrests for traffic offenses or petty misdemeanors; v. The percentage of weapons frisks that result in seizure of unlawful weapons; vi. The percentage of searches that result in seizure of contraband, and the nature of the contraband seized; vii. Any tactical, equipment, supervision, training, or policy concerns are identified and, to the extent necessary, addressed; and viii. Any patterns related to stops are identified, including indicia of racial bias or discrimination, and, to the extent necessary, addressed. d. Following the quarterly meetings set forth above, the Parties will meet and confer regarding whether and how the MPD Review Panel should review the topics identified above going forward to meet the purpose of Paragraph 368. The Parties acknowledge and understand that examining the same types of data throughout the term of this Agreement may not be necessary to meet the purpose of the MPD Review Panel set forth in Paragraph 368 and instead a flexible approach to meaningful review should be employed. e. MPD will require that if during any quarterly meeting the MPD Review Panel identifies a violation of policy or a pattern of concerns regarding tactics, training, equipment, policy, or supervision, MPD will report to the MPD Review Panel at the next four quarterly meetings all steps taken to address the violations of policy or concerns.	Eric Melancon	<ul style="list-style-type: none"> IE Team will independently confirm through comparison of use of force database with record of MPD Panel review meetings that all level 3 uses of force have been reviewed. IE Team will review MPD's method of creating a representative sample of Level 1 and 2 UoF that occurred in the prior year and confirm the MPD Panel is reviewing a sufficient number and composition of cases and that selection of such cases is effectively randomized IE Team will observe MPD Review Panel meetings to determine whether all stated provisions outlined in the paragraph are being reviewed for selected UoF cases. IE Team will observe MPD Review Panel meetings to determine whether all stated provisions outlined in the paragraph are being reviewed for selected Stop, Search, Citation and Arrest cases. IE Team will review MPD's calculation of percentage and proportionality and all other statistical calculations of enforcement related contacts, such as stops, detentions, searches, citations, and arrests to determine if methodology is correct and compare against baseline data found in the MDHR findings report that led to the Settlement Agreement when such comparisons can be made.
374	Part 11: Data Systems, Analysis, and Transparency	Within 30 calendar days after its quarterly meeting, the MPD Review Panel will issue written action items regarding any need for additional training or modifications to policies, tactics, equipment, or Department practices. Upon review and approval by the Police Chief, or their designee, the MPD Review Panel will assign each approved action item to a specific MPD Commander or Inspector appropriate for implementation. MPD will promptly implement each approved action item. Action items developed by the MPD Review Panel will be implemented by MPD unless the Chief of Police provides a written explanation why the action item cannot or should not be implemented consistent with the law or this Agreement.	Eric Melancon	<ul style="list-style-type: none"> IE Team must be copied on all MPD Review Panel Reports sent to the Police Chief's Office to verify this requirement has been met. MPD will develop a tracker for all actions recommended by the panel and share this tracker with IE Team to provide updates on recommendation status and implementation.
375	Part 11: Data Systems, Analysis, and Transparency	Transparency is vital to build community trust and provide public safety in a non-discriminatory manner.	Eric Melancon	<ul style="list-style-type: none"> Guiding Principle
376	Part 11: Data Systems, Analysis, and Transparency	Nothing in this Agreement requires the MPD and City to publish data that is inconsistent with their obligations under the Minnesota Government Data Practices Act.	Eric Melancon	<ul style="list-style-type: none"> Guiding Principle

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
377	Part 11: Data Systems, Analysis, and Transparency	Beginning within 90 calendar days of the Effective Date, and on a monthly basis moving forward, MPD will publish in a conspicuous place on its publicly accessible webpage an analysis of aggregate and incident-level use of force data for the preceding month that includes at a minimum consistent with the capability of MPD's and the City's data systems (as they change pursuant to the terms of this Agreement): a. Identification where reportable uses of force occur through interactive maps depicting incident frequencies at a citywide, neighborhood, and precinct level, including the number of uses of force in the following categories: i. Less-lethal force used without a weapon including, but not limited to take downs, arm bars, strikes with hands, feet or other body parts; ii. Baton or other hard object strikes; iii. Tasers; iv. Chemical irritants; v. Handgun firing, excluding at an animal or for training purposes; and vi. Carotid or choke holds; b. Aggregate demographic information about the race and/or ethnicity, age, and gender of persons subjected to reportable uses of force at the citywide, police precinct, ward, and neighborhood level through graphs, charts, and other data visualizations; c. Identification of the frequency, in the aggregate and by type, of reportable uses of force at the citywide, police precinct, ward, and neighborhood level through graphs, charts, and other data visualizations; d. Identification of the number and nature of injuries or complaints of injuries to the person against whom force was used and the number and nature of injuries to officers who used force; e. Identification of the number of incidents where MPD officers displayed handguns through interactive maps depicting incident frequencies at a citywide, neighborhood, and precinct level; f. Identification of the number of uses of force where MPD determines that the use of force was not in compliance with MPD policy; and g. Identification of the number of times where MPD determines that an officer's failure to de-escalate or insufficient de-escalation was not in compliance with MPD policy.	Eric Melancon	<ul style="list-style-type: none"> • MPD will demonstrate to IE Team that publicly available data meets all applicable requirements • MPD will demonstrate to IE Team how raw data is aggregated to be displayed on public site and IE Team will audit whether data is sufficiently aggregated to the demonstrated method. • City IT will develop a plan to for self monitoring capability to report to MPD or IT admins when/if connections to the dashboard are not active, delayed, or otherwise interrupted and IT service and elevation plans to restore any downed connections as soon as possible.
378	Part 11: Data Systems, Analysis, and Transparency	MPD will publish a report with data based on the number of incidents identified in the previous year where (a) the use of force was not in compliance with MPD policy, and (b) where an officer's failure to de-escalate or insufficient de-escalation was not in compliance with MPD policy, from the previous calendar year, in a conspicuous place on its publicly accessible webpage. The City will publish the first annual report within 120 days of the Effective Date. The City will publish annual reports thereafter within 90 calendar days after the end of the calendar year. The report(s) will include incidents in which: a. The Police Chief imposed disciplinary and/or non-disciplinary corrective action; b. The Police Chief did not impose disciplinary and/or non-disciplinary corrective action; c. There was final disciplinary action taken, as defined by the Minnesota Government Data Practices Act, and/or non-disciplinary corrective action taken; and d. The disciplinary action imposed by the Police Chief was reversed or decreased, specifying whether it was a complete reversal or the disciplinary action was decreased.	Eric Melancon	<ul style="list-style-type: none"> • MPD will demonstrate to IE Team the publicly available data meets all requirements. • MPD will demonstrate to IE Team the method of how raw data is aggregated to be displayed on public site and IE Team will validate data is correctly aggregated.
379	Part 11: Data Systems, Analysis, and Transparency	Beginning within 90 calendar days of the Effective Date, and on a monthly basis moving forward, MPD will publish in a conspicuous place on its publicly accessible webpage, consistent with the capability of MPD's and the City's data systems (as they change pursuant to the terms of this Agreement), an analysis of aggregate and incident-level stop, search, citation, and arrest data for the preceding month that includes at a minimum: a. Where stops, searches, citations, and arrests occur through interactive maps depicting incident frequencies at the citywide, police precinct, and neighborhood level, including the number of incidents in the following categories: vehicle stops, pedestrian stops, searches, citations, and arrests; b. Aggregate demographic information about the race and/or ethnicity, age, and gender of persons subjected to a stop, search, citation, or arrest at the citywide, police precinct, and neighborhood level through graphs, charts, and other data visualizations; c. The frequency, in the aggregate and by type, of stop, search, citation, or arrest at the citywide, police precinct, and neighborhood level through graphs, charts, and other data visualizations; and d. The number and nature of injuries or complaints of injuries to the person against whom force was used during a stop and the number and nature of injuries to officers who used force during a stop.	Eric Melancon	<ul style="list-style-type: none"> • MPD will demonstrate to IE Team that publicly available data meets all applicable requirements
380	Part 11: Data Systems, Analysis, and Transparency	Beginning within 90 calendar days of the Effective Date, and on a monthly basis moving forward, MPD will publish in a conspicuous place on its publicly accessible webpage an analysis of aggregate data for the preceding month that includes at a minimum consistent with the capability of MPD's and the City's data systems (as they change pursuant to the terms of this Agreement): a. The number of officers who MPD found to have violated the non-discriminatory and impartial policing policies; b. The number of officers who received coaching for violations of the non-discriminatory and impartial policing policies; c. The number of officers who received formal discipline for violations of the nondiscriminatory and impartial policing policies; and d. Aggregate demographic information about the race and/or ethnicity, age, and gender of persons subjected to treatment in violation of the non-discriminatory and impartial policing policies at the citywide, police precinct, ward, and neighborhood level through graphs, charts, and other data visualizations.	Eric Melancon	<ul style="list-style-type: none"> • MPD will demonstrate to IE Team that publicly available data meets all applicable requirements
381	Part 11: Data Systems, Analysis, and Transparency	Within 90 calendar days of the Effective Date, to the extent permitted by law, discipline decisions and the related Police Chief's written discipline memoranda will be made promptly available to the public via the City's website through a searchable database by precinct where the violation occurred and the precinct or command to which the officer was assigned, the type of violation, and the officer's name. This paragraph applies to discipline decisions made from June 8, 2020, forward.	Eric Melancon	<ul style="list-style-type: none"> • MPD will demonstrate to IE Team that publicly available data meets all applicable requirements