



YEARS 3 & 4 EVALUATION PLAN

*Prepared by Effective Law
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Contents

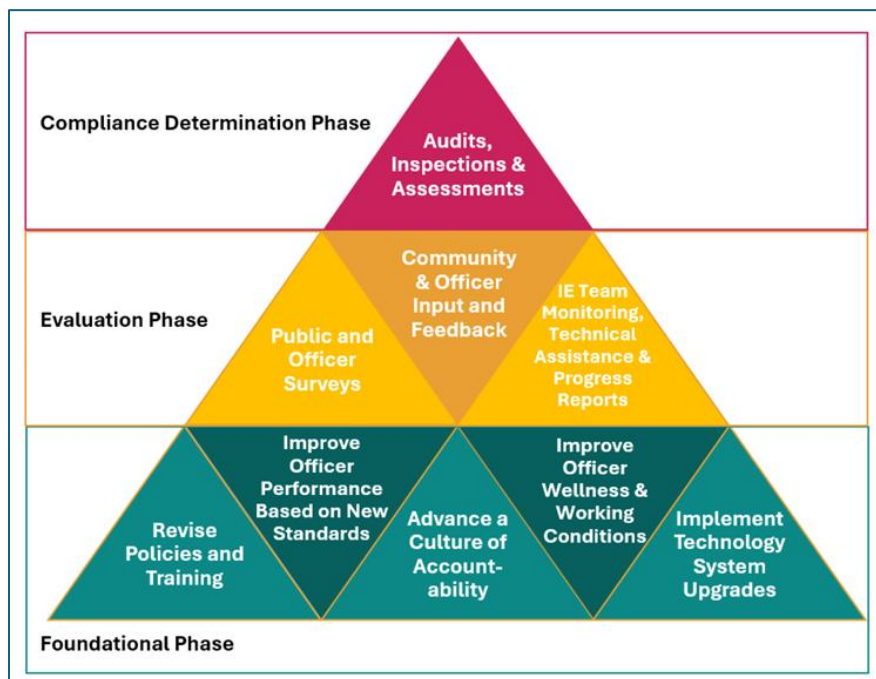
I.	Introduction and Overview.....	3
	Current Implementation Status	3
	Implementation Progress Review Process.....	5
	Evaluating Full and Effective Compliance (407(d))	6
	Data and Information to be Reviewed	9
II.	Year 3-4 Evaluation Plan	11
	Policies and SOPs.....	12
	Training	15
	Data Systems, Technology, Analysis, and Transparency	18
	Use of Force	20
	Stops, Searches, Citations, and Arrests	22
	Non-Discriminatory Policing.....	23
	Accountability and Oversight.....	25
	Officer Support and Wellness.....	27
	Mental and Behavioral Health Crisis Response	29
	Body Worn Cameras and In-Car Cameras	31
III.	Progress Review Timeline and Publication Schedule	33
IV.	Independent Evaluator Team Roles & Responsibilities.....	34
V.	Community Engagement Plan.....	35
VI.	Conclusion.....	36
	Appendix	37
	Compliance Measures (407(a) – (c)).....	37

I. Introduction and Overview

As required by paragraph 412 of the Settlement Agreement (the Agreement), Effective Law Enforcement for All (“ELEFA”), in its capacity as the Independent Evaluator (“IE”), of the Agreement between the Minnesota Department of Human Rights (MDHR) and the City of Minneapolis (the City), submits this updated Implementation Progress Evaluation Plan (Evaluation Plan) covering years three and four of the Agreement (March 18, 2026, through March 17, 2028). The original Evaluation Plan established a proposed set of goals, sequencing, and measures the IE would use to evaluate progress during the first two years of implementation. This updated Plan builds upon that foundation, taking into account implementation status, including the progress and challenges identified in the Fourth Semiannual Progress Review, which was published in June 2026.

Current Implementation Status

As outlined in our original Evaluation Plan, the implementation process can be visualized as follows:



The initial Evaluation Plan anticipated that the City and MPD would focus on laying the foundation for the outcomes the Agreement envisions. This included new and revised policies and training, updated data and technology system revisions, clearing the serious backlog of Internal Affairs (IA) and Office of Police Conduct Review (OPCR) complaint investigations, and improving officer wellness support including facility improvements. That

work continues, although several of the goals MPD set for the first two years are incomplete or delayed.

Among the City’s and MPD’s achievements related to policies, training and overall operations are the following:

Policies
➤ Use of Force policy suite (15+ policies) approved and effective January 1, 2026 ➤ Non-Discriminatory Policing policies (P&P 5-104, 5-109) approved mid-Year 2 ➤ SSCA policies (9-100s and 9-200s, 24 policies) approved March 6, 2026 ➤ Searches for Voluntary Transports (9-111) approved March 30, 2026 ➤ Misconduct Prevention, Reporting, and Investigation (P&P 2-100s) approved April 6, 2026 ➤ Mission, Vision, Values, and Goals (MVVG); BWC/ICC; Officer Wellness; Peer Support (P&P 3-503); EIS Policy (P&P 2-203); QRP Policy (P&P 2-601) — all approved. ➤ Policy and Resource Hub (mpdpolicyhub.minneapolismn.gov) launched January 2026
Training
➤ Training Needs Assessment (TNA) and Annual Training Plans completed for 2025 and 2026 cycles ➤ UOF three-day in-service training delivered department-wide (completed December 2025, training data verification underway) ➤ CIT 8-hour refresher training (2026 improved version) approved January 16, 2026 and delivered ➤ Supervisor/Leadership training: IE-approved and delivered ➤ Health, Wellness, and Introduction to EIS training: delivered as annual in-service (approved November 14, 2025)
Operations
➤ Peer Support Team: 27 members operational across precincts; Cordico app launched ➤ New 1st Precinct facility operational; new 3rd Precinct building approved; 123 of 319 facility projects completed ➤ Equipment, Technology, and Facilities Response Plan: completed ➤ Six public-facing data dashboards posted (each requiring enhancements) ➤ OPCR: historical backlog supervisory review substantially complete; elimination expected summer 2026 ➤ Data Systems Plan submitted and being implemented ➤ Quarterly Review Panel policy approved and meetings being conducted

Despite this progress, the City and MPD continue to face delays in achieving the year 1 and 2 Evaluation Plan goals. As we have reported, some of the policy goals and many of the training goals remain unmet. There has been no meaningful progress reducing the backlog of misconduct cases investigated by MPD’s Internal Affairs Division (as distinguished from the OPCR). Deployment of a new misconduct investigation system is delayed as is deployment of the Early Intervention System (“EIS”). Implementation of the data systems necessary to manage the department and demonstrate compliance is behind schedule.¹

¹ For a comprehensive description of the City’s and MPD’s progress, please see our Fourth Semi-Annual Progress Report, [here](#).

Implementation Progress Review Process

Paragraph 407 requires ELEFA to identify the Agreement provisions covered by this evaluation plan (407(a)). For each provision, ELEFA must identify the data it will review and any statistical methods it will use (407(b)). ELEFA must also explain how it will rate each provision during this two-year period: compliance, partial compliance, in progress, or non-compliance (407(c)).

When the City completes a part of the Agreement, ELEFA will evaluate it for Full and Effective Compliance under Paragraph 440 (407(d)). The City must maintain compliance for the periods of time required by Paragraph 441. If ELEFA confirms Full and Effective Compliance, the City and MDHR may end that part of the Agreement.

The Year 3 and Year 4 Evaluation Plan continues the work begun under the Year 1 and Year 2 Evaluation Plan. Because no Part of the Agreement is complete, ELEFA is not yet evaluating Full and Effective Compliance under Paragraph 407(d). Instead, ELEFA is working with the City to bring individual paragraphs and sections into compliance. We will assess compliance for each paragraph according to the compliance measures set forth in the updated Compliance Measures in the appendix to this report. The general definitions that ELEFA uses to categorize paragraph compliance are outlined below.

Measuring Progress
Compliant. All material elements of a paragraph have been implemented. Formally assessed and confirmed.
Partially Compliant. One or more material elements of the requirement in a paragraph have been sustainably implemented and MPD is progressing toward compliance consistent with this Evaluation Plan
On-Track. The City and MPD are progressing toward compliance consistent with the Evaluation Plan
At Risk. The status indicates that MPD is facing the prospect of not making further progress or becoming non-compliant.
Off-Track. The City and MPD are not progressing toward compliance, and there is no demonstrated plan for moving toward compliance.
Not yet measured. The IE Team has not yet assessed compliance with the requirement.
Not applicable. This would apply to paragraphs that are not assessed for compliance per paragraph 7 of the SA – these are labeled as objectives and guiding principles.

Evaluating Full and Effective Compliance (407(d))

The Agreement provides that to achieve Full and Effective Compliance (¶440), the City and MPD must demonstrate, by a preponderance of the evidence, sustained compliance by incorporating all requirements of the Agreement through:

- **Revised Policies:** Incorporating all requirements into implemented, IE-approved, and effective policies;
- **Enhanced Training:** Training relevant personnel as necessary to fulfill their responsibilities under revised policies and Agreement requirements; and
- **Demonstrated Accountability:** Holding employees accountable for carrying out updated requirements in practice.

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 that they have met the overall purpose of the Agreement's provisions. Temporary or isolated failures during a period of otherwise sustained compliance will not defeat compliance.

Conversely, even a high percentage of compliance may be insufficient to constitute full and effective compliance. For example, even if 95% of officers that might use force correctly, and receive use of force training, allowing the remaining 5% to serve indefinitely without receiving training would not constitute full and effective compliance. Temporary compliance during sustained non-compliance will also not constitute compliance. As a governmental agency charged with protecting public safety and authorized to use deadly force, the MPD should set and hold itself to high-performance standards; the public deserves nothing less. But the standard is not perfection, nor could it be.

The following table sets forth the categories we use to define and assess progress toward full and effective compliance (407(d)):

Progress Ratings Related to Paragraph 440:²
Full and Effective Compliance. The City and MPD demonstrate sustained compliance in accordance with the requirements outlined in paragraphs 440 and 441, as outlined above.
On-Track. The City and MPD have all material elements of the requirements detailed in a Part. They are on track for sustainable implementation for the time-period required under 441.
At Risk. The status indicates that MPD is facing the prospect of not becoming compliant for the Part.
Non-compliant. The IE has evaluated the Part and found it to be non-compliant.
Not yet measured. The IE Team has not yet assessed compliance with the Part under 440.

While numerical standards may be one tool used to assess full and effective compliance, ELEFA may also determine compliance (or partial 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 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.

² The categories have been revised from the initial Evaluation Plan.

- Whether compliance has improved over time and is likely to continue improving after the Agreement is terminated.

As outlined in our original Evaluation Plan, ELEFA may also assess compliance (and partial compliance) according to the answer to one or more of 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?

Data and Information to be Reviewed

As outlined in our original Evaluation Plan, to assess compliance ELEFA 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.

We may also use external data and information sources to evaluate compliance, such as:

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

Audits will become increasingly central during Years 3 and 4. As policies are adopted and training is delivered, we will expand audits to determine whether MPD members and supervisors are complying with the Agreement, MPD policy, and applicable law. To operationalize this, ELEFA will continue to develop more precise methodology as data systems mature and audit tools are built out. We conduct two types of audits; 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 uses of force, stops, searches, citations, arrests, or body worn and in-car camera usage. All direct observation audits will rely on structured audit instruments, such as scoring rubrics, checklists, and standardized review protocols. Direct observation audits will be conducted on a statistically valid sample, unless otherwise agreed by the Parties and ELEFA. We will draft and review our 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, we will use audit methodologies that produce statistically valid results, unless the Parties and ELEFA agree that a statistical analysis is unnecessary or impractical. In such instances, we will adopt a methodology adequate to measure compliance with the reference requirement. Before initiating an audit, ELEFA will provide its proposed audit methodology to the Parties and afford them an opportunity to comment and propose changes.

Year 3 activity will include audits of (1) firearm displays and pointings, (2) use of force topics generally and (3) body worn camera activation compliance. By Year 4, we expect to expand compliance audits to include those topics for which training under approved policies has been delivered.

II. Year 3-4 Evaluation Plan

The initial Evaluation Plan anticipated that once foundational milestones were completed, we would begin more extensive audits, inspections, and evaluations of MPD officer activity. That transition will begin in Year 3 and continue into Year 4.

The next phase of implementation must focus on whether approved policies are being translated into practice, whether training is producing operational changes, whether supervisors are actively reinforcing expectations and holding officers accountable, whether officers' mental and behavioral health is adequately supported, operational deployment of behavioral and crisis response teams, the adequacy of data systems, public reporting, and compliance evaluation. We will continue to support the City and MPD efforts to achieve these goals by providing technical assistance upon request.

In anticipation of this plan, MPD, with our assistance, devoted many hours to developing what it hopes will prove to be a realistic and achievable implementation schedule. This plan reflects that schedule. It establishes assessment and evaluation timelines, identifies risks to timely implementation, sets out the methodology ELEFA will use to assess compliance, and articulates what Full and Effective Compliance will require for each Part of the Agreement.

Accordingly, in this section we present goals set for MPD's Implementation efforts, then the methods on how we will evaluate progress for each topic, as follows:

- Policies
- Training
- Data
- Use of Force
- Stops, Searches, Citations, and Arrests
- Accountability and Oversight
- Officer Wellness
- Mental and Behavioral Health Crisis
- Body Worn and In-Car Cameras

In Year 3, and continuing into Year 4, ELEFA will coordinate with the Parties on developing audit methodologies related to the requirement of assessing full and effective compliance (407(d)) with each Part of the SA. Upon obtaining agreement of these methods, they will be incorporated into future updates of this Evaluation Plan.

Policies and SOPs

MPD & City Implementation

The policy review process developed during Years 1 and 2 will continue, including internal MPD drafting, City Attorney Office review, officer and supervisor feedback, public comment where required or appropriate, and formal submission to MDHR for review and comment and for our review and approval.

We will assess whether policies are clear, operationally usable, aligned with the Agreement, properly communicated to officers, fully incorporated into training, supported by SOPs, and reinforced through supervision and accountability. The completion goal for each policy is based on MPD's schedule:

Policy Deliverable	Completion Goal
1-406 Supervisor Duties and Responsibilities	Year 3
2-501/2-503 Training and FTO Policies	Year 3
2-602 Force Trends Analysis	Year 3
5-315 High Pressure Air Projectiles and Launchers (Pepperball)	Year 3
7-806 Foot Pursuits	Year 3
8-100s/200s/300s Engaging with Minors Policies	Year 3
9-300 Warrants	Year 3
10-217 Social Media Use in Investigations	Year 3
Corrective Action Matrix (formerly referred to as Discipline Matrix)	Year 3
Office of Community Safety Disciplinary Referral Policy	Year 3
3-310 Limitations on Hours Worked ³	Year 3
2-200 Performance Evaluations	Year 4
2-6xx Compliance Team	Year 4
5-604 Interactions with Transgender and Gender Non-Conforming Individuals	Year 4
7-807 Authorized Use of Canines	Year 4
7-810 Critical Incidents	Year 4
Critical Incident Communication Plan / Policy	Year 4
MECC / 911 Dispatch Policies on Behavioral Health and Crisis Response	Year 4
7-805 Crowd Control	Year 4

³ Approved 4/21/26

In addition, there have been additional policies that MPD and the City have identified for collaborative review with MDHR and ELEFA even though they are not directly cited requirements of the Agreement.

Additional Policies	Completion Goal
7-605 Chemical Testing Violations	Year 3
5-601 Limited English Language Proficiency (LEP)	Year 4
5-602 Communicating with Deaf or Hard of Hearing Individuals	Year 4
5-603 Transportation of Persons with Disabilities in Wheelchairs	Year 4
10-212 Administrative Subpoenas	Year 4
10-215 State Administrative Forfeiture	Year 4

Annual policy reviews will also become increasingly important as MPD begins to assess whether the policies are producing the intended outcomes and whether revisions are needed based on audits, officer feedback, community input, or implementation experience. As required by Paragraph 31, over years 3 and 4 the four core policies will come up for their annual reviews. In Year 3, the Parties should schedule a meeting to discuss expectations for complying with and the timing to begin the annual review procedures for Paragraph 31.

Standard Operating Procedures (SOPs)

SOPs are often necessary to provide detailed operational instructions necessary to implement policies consistently and sustainably. In Years 3 and 4, SOP development will continue to ensure that MPD has clear, standardized procedures for administering daily duties that align with Agreement requirements, that effectively document compliance and can support compliance audits at the appropriate time. MPD's Body Worn Camera ("BWC") and In Car Camera ("ICC") Audit SOPs, for example, are important because camera footage is a central tool for evaluating officer conduct, supervisory review, and policy compliance. The Field Training Officer ("FTO") SOP is essential for ensuring consistent standards for selecting FTOs and ensuring recruits are effectively trained to department policies and standards, and not the FTO's personal views or attitudes. The EIS supervisory user guide will be similarly important because it will define how supervisors receive alerts, review information, document interventions, protect confidential wellness information, and follow up on performance concerns. ELEFA will assess SOPs for clarity, operational feasibility, consistency with approved policy and Agreement requirements, and sufficiency to support reliable implementation. Once SOPs are in effect, we will evaluate whether members and supervisors understand them and whether MPD is using them in practice. The following list of SOPs has been identified by MPD as requiring revisions to align with Agreement requirements.

The goal for completing each SOP is based on MPD projections and sequencing provided to ELEFA in May 2026:

SOP Deliverable	Completion Goal
Field Training Officer SOPs	Year 3
Body Worn Camera and In Car Camera Audit SOPs	Year 3
Early Intervention System Supervisor User Guide	Year 4
Performance Evaluation Supervisor User Guide	Year 4
Misconduct Investigation SOP Updates	Year 4

IE Evaluation of Policies/SOPs

Example Data or Information to be Reviewed (¶407(b)):

- Compliance with policy development and outreach procedures: 45-day public comment period, minimum three public engagement sessions per core policy
- Policy content: alignment with Agreement requirements per relevant Part
- Annual policy review process: completion of required annual reviews under Part 2
- Policy management: accessibility via Policy and Resource Hub; officer familiarity
- Community engagement compliance documentation: 45-day comment period review and response documentation

Example Statistical Methods (¶407(b)): No quantitative statistical analysis required for policy content compliance.

Example of Compliance Measures (¶407(c)):⁴

- **Compliant:** Public and officer feedback reviewed, if applicable; policy approved by IE.
- **On Track:** Policy development in progress and meeting drafting milestones.
- **At Risk:** Policy overdue for IE submission; engagement process incomplete; repeated revision cycles without progress.
- **Non-Compliant:** Policy not submitted as required; no meaningful progress; Agreement requirements not met.
- **Not measured:** Policy not due for review.

⁴ For all Parts of the Agreement, the detailed compliance measures are set forth in the Appendix.

Training

MPD & City Implementation

Training activities will be one of the most significant workstreams in Years 3 and 4. Approved policies cannot be implemented until MPD members have received adequate training on them. The Fourth Semiannual Progress Review recognized the importance of completed use of force training and wellness/EIS training, while also noting that training development has proceeded at an uneven pace. For years 3 and 4 we will evaluate whether training has been developed in alignment with the Agreement and delivered effectively to all required officers.

Year 3 training priorities include BWC/ICC training, Crisis Intervention Team (“CIT”) related training for MPD and the Minnesota Emergency Communications Center (“MECC”), Health and Wellness annual in-service training, annual use of force refresher training, online guidance on the limitations on hours that can be worked, in-person SSCA/NPD training, misconduct-related training to all members, and supervisor force review training. Year 4 training priorities include EIS training, Engaging with Minors, FTO initial training, misconduct investigator training, performance evaluation training, warrants training, continued health and wellness training and supervisor duties training. Some training items extend into Year 5 and must remain visible in the schedule because they affect when we can conduct meaningful compliance audits.

We will continue reviewing curricula, lesson plans, instructor materials, attendance records, testing or evaluation tools, scenario components, and training evaluations to ensure that MPD and the City are implementing training as required by the Agreement. We will also observe selected training sessions and evaluate whether training is appropriately tied to policy requirements, includes performance-based learning where appropriate, and gives supervisors and members clear guidance on how expectations will be enforced in practice.

Completion goals listed below indicate the anticipated timeline for the delivery of the listed training to all relevant MPD personnel or the listed training related task.

Training Deliverable	Completion Goal
CIT (MECC) (Initial)	Year 3
CIT Refresher (MPD)	Year 3
In-Service Use of Force (Refresher)	Year 3
Supervisor Force Review	Year 3
BWCs and ICCs	Year 3
CIT (New Recruits 40 hour)	Year 3
Use of Force Academy Training	Year 3
Limitation on Hours Worked	Year 3

Misconduct Departmental Training ⁵	Year 3/4
Misconduct Investigator Training (Initial)	Year 4
EIS (Departmental/All Sworn)	Year 4
EIS for Supervisors	Year 4
SSCA and Non-Discriminatory Policing (PP & SDM) (In-Service and Recruits)	Year 4
CIT (MECC) Refresher	Year 4
Warrants	Year 4
Supervisor Duties and Responsibilities	Year 4
Officer Health and Wellness (annual in-service)	Year 4
Annual Training Needs Assessment	Year 4
Annual Master Training Plan	Year 4
Annual Use of Force Refresher	Year 4
Authorized Use of Canines	Year 4
FTO (Initial 40 Hour)	Year 4/5
Engaging with Minors ⁶	Year 4/5
Critical Incidents and Traumatic Response	Year 5
Misconduct Investigator Training (Refresher)	Year 5
FTO (8-Hour Refresher)	Year 5/6

IE Evaluation of Training

Example of Data or Information to be Reviewed (¶407(b)):

- Annual Training Needs Assessment and Annual Master Training Plan documents reviewed to ensure alignment with Agreement requirements
- Training materials, lesson plans, and facilitator qualifications are reviewed to ensure alignment with IE approved policies and Agreement requirements
- FTO program documentation: candidate records, evaluations, field performance. Completion rate by module.
- Training completion records for all training modules for all personnel by category, unit, and precinct
- Training evaluation forms (participant feedback)
- Training quality metrics: participant satisfaction scores and pre/post assessment results where available

⁵ MPD is currently on track to develop the curriculum for the topic of misconduct and accountability before end of Year 3 and the completion of training would occur in Year 4.

⁶ MPD is currently on track to develop the curriculum for the topic of Engaging with Minors before the end of Year 4, but given the volume of training topics on schedule for Year 4 the anticipated deployment of training may not occur until the end of Year 5.

Example of Statistical Methods (¶407(b)):

- Descriptive statistics⁷ to measure FTO program completion rates by module,
- Descriptive statistics by category, unit, and precinct to measure training completion rates.
- Descriptive statistics to examine training participant satisfaction by training module.
- Inferential statistics⁸ to examine pre/post assessment results where available and understand whether training resulted in significant knowledge gains in each applicable area.

Example of Compliance Measures (¶407(c)):

- **Compliant:** All required training modules approved and delivered to all appropriate personnel. FTO program operational per approved SOP; TNA and ATP completed on schedule; attendance tracking system reliable.
- **On Track:** Training in delivery across modules; FTO SOP on approved timeline; tracking system improvements underway.
- **At Risk:** Multiple training modules significantly delayed; FTO SOP still unresolved; tracking system gaps unaddressed.
- **Non-Compliant:** Major training programs not delivered; FTO program non-functional; attendance tracking unreliable.
- **Not measured:** Training materials not due for submission.

⁷ Descriptive statistics summarize and characterize the data or information collected during a given compliance measure – for example, frequencies, percentages, means, medians, or rates of occurrence – without drawing conclusions beyond the specific cases or time period examined.

⁸ Inferential statistics use data from a sample to draw conclusions, test hypotheses, or estimate the likelihood that an observed pattern reflects a broader trend rather than chance – for example, logistic regression, confidence intervals, or significance testing applied to disparity analyses.

Data Systems, Technology, Analysis, and Transparency

MPD & City Implementation

Reliable data systems are necessary for management, compliance evaluation, and public transparency. The Fourth Semiannual Progress Review identified ongoing delays in data system deployment, including delays in IA/OPCR case management and EIS implementation. Years 3 and 4 must focus on implementing systems that allow MPD and the City to collect, analyze, and report accurate information about officer activity, accountability, wellness, and public safety outcomes.

MPD's implementation schedule includes work related to EIS, use of force supervisor review modules, dashboards for a variety of officer related activity, data modernization, and full implementation of data governance structures. Some public-facing dashboards tied to legacy systems (such as the current misconduct and internal affairs related dashboards) are expected to be modernized to allow for data integration of new systems of records and new data fields that are coming online. Development of dashboards can proceed on the projected deployment schedule as listed below, with the understanding that all required data points may not be available until new or upgraded systems of record (such as the records management system) are implemented. It will be imperative for the City and MPD to communicate clearly to the public such changes to avoid confusion between interim transparency tools and systems that will be used to provide information in the long term.

We will review whether data systems capture required fields, produce reliable reports, support supervisory review, allow trend analysis, and enhance transparency as required by the Agreement. We will also assess whether system delays and staffing capacity constraints may create risks for compliance evaluation and whether interim processes are adequate until permanent systems are implemented.

Data System Deliverable	Completion Goal
UOF Supervisor Review System	Year 3
Updates to Public Dashboards – Use of Force	Year 3
Vehicle Pursuit Review System	Year 4
Misconduct Case Management System	Year 4
Updates to Public Dashboards – Officer Involved Shootings	Year 4
Updates to Public Dashboards – Arrest Data	Year 4
Updates to Public Dashboards – Citations Data	Year 4
Updates to Public Dashboards – Searches Data	Year 4
Updates to Public Dashboards – Stops Data	Year 4
Updates to Public Dashboards – Misconduct & Accountability	Year 4/5

Hours Worked Internal Reports (Overtime, Secondary Employment)	Year 4
Scheduling and Time Management System	Year 4
Early Intervention System (Phase 1 Deployment)	Year 4
MECC Behavioral Health Response Public Dashboard	Year 4
Early Intervention System (Full Deployment)	Year 5
Data Modernization	Year 5
Performance Evaluations System	Year 5
Records Management System Replacement	Year 5

IE Evaluation of Data Systems

Example Data or Information to be Reviewed (¶407(b)):

- Review public-facing dashboards for content, completeness, and sustainability
- Dashboard accuracy verification: cross-check dashboard data against source system records for a sample of entries
- Observations of Quarterly Review Panel discussion, and review of presentations, records and data analysis quality
- Review of RMS procurement documentation to ensure compliance with Agreement
- EIS system development and deployment, review of system records
- Misconduct Case Management system development and deployment, review of system records
- Data governance committee meeting documentation (e.g., minutes).

Example Statistical Methods (¶407(b)):

- Descriptive statistics to measure accuracy rate of public-facing dashboards based on source system record sample.

Example of Compliance Measures (¶407(c)):

- **Compliant:** All required dashboards substantially complete and accurate; QRP analytical function operational; IA/OPCR case management system fully operational; EIS data operational; RMS procurement advanced.
- **On Track:** Dashboard enhancements progressing per schedule; EIS on pilot track; RMS assessment complete.
- **At Risk:** SSCA compliance dashboards deferred with no interim solution; IA case management system without firm date for deployment; data access issues, continued delays in EIS deployment.
- **Non-Compliant:** Required dashboards not developed; data systems inaccessible; EIS data not operational; no RMS path.

Use of Force

MPD & City Implementation

Use of force (“UOF”) policies have been approved, and the training has been delivered. The IE team will begin audits in year three. Year 3 and 4 expectations for MPD include:

UOF Deliverable	Completion Goal
In-Service UOF Refresher Training	Year 3
Supervisor Force Review Training	Year 3
Force Trends Analysis Policy	Year 3
UOF Dashboard (enhanced)	Year 3
Officer Involved Shootings Dashboard	Year 4
2026 UOF and De-Escalation Policy Violation Report	Year 4
Critical Incidents Policy (7-810)	Year 4

IE Evaluation of Use of Force

Example Data or Information to be Reviewed (¶407(b)):

- Observation of Supervisor Force Review Training delivery
- Supervisory force review documentation: completeness and quality
- Critical incident review process: compliance with policy once Critical Incidents Policy approved
- Force Trends Analysis Panel reports: quality of self-critical analysis
- FIT case files and supervisory review documentation
- Training completion records (Supervisor Force Review, annual refresher)
- Firearms pointing and display reports and documentation
- UOF Dashboard and OIS Dashboard data
- Compliance review of all Level 3 force incidents, to include BWC video, incident reports, and use of force reports
- A statistically representative sample of Level 1 and 2 force incidents

Example Statistical Methods (¶407(b)):

- Descriptive statistics to measure year-by-year trend in force rates, types, and outcomes, to include rates per officer-public contact, by incident type and precinct.
- Descriptive statistics to measure training completion rates (Supervisor Force Review, annual refresher).

- Stratified random sampling (by year and precinct) of Level 1 and Level 2 force incidents that meets or exceeds five percent of the total incidents for the time period(s) of interests or 100 incidents, whichever is greater.
- Stratified random sampling (by year and precinct) of firearm displays and pointings. Sampling strategy will meet or exceed a 95 percent confidence level with a margin of error of 10 percent to include 100 cases per year.
- Compliance rate calculation: percent of audited incidents where officer conduct is consistent with UOF policies.
- De-escalation rate calculation: proportion of audited incidents where de-escalation techniques documented or observed.

Example of Compliance Measures (¶407(c)):

- **Compliant:** All UOF policies effective; UOF training 100% completed, Supervisor Force Review process operational; force audit results show substantial policy adherence and appropriate corrective action taken in response to non-adherence; critical incident review process functioning.
- **On Track:** Training in delivery; force audits initiated; supervisory review documented.
- **At Risk:** Supervisor training delayed; force audit reveals persistent violations.
- **Non-Compliant:** Training not delivered; force audit reveals systematic policy violations.

Stops, Searches, Citations, and Arrests

MPD & City Implementation

The majority of Stop, Search, Citation and Arrest (“SSCA”) policies have been approved, except for the Warrants policy, which is expected to be approved in Year 3. Training is expected to occur in years three and four.

SSCA Deliverable	Completion Goal
Warrants Policy (9-300)	Year 3
Engaging with Minors Policies	Year 3
Warrants Training	Year 4
SSCA/NDP combined training	Year 4
Engaging with Minors Training	Year 4/5
SSCA dashboards	Year 4
SSCA/NDP Training Refresher Training	Year 5

IE Evaluation of SSCA

Example Data or Information to be Reviewed (¶407(b)):

- Stop, search, citation, and arrest documentation from RMS (ad hoc exports)
- BWC footage of stops and searches (statistically representative sample)
- Training completion records
- SSCA dashboards (for trend analysis, not for compliance determinations)

Example Statistical Methods (¶407(b)):

- Stratified random sampling (by year and precinct) of BWC footage covering a range of encounter types that involve stops and searches. Sampling strategy will meet or exceed a 95 percent confidence level with a margin of error of 10 percent.
- Descriptive statistics measuring the percentage of audited stops/searches that are consistent with policy requirements.
- Descriptive statistics measuring training completion rates (SSCA/NDP combined training, Warrants, Engaging with Minors)

Example of Compliance Measures (¶407(c)):

- **Compliant:** All SSCA and Warrants policies effective; training 100% complete; BWC audit shows substantial policy adherence; stop documentation meets requirements.
- **On Track:** Training in delivery; Warrants policies approved; audits underway.
- **At Risk:** Training delayed past Year 3, audit access impeded by data limitations.

- **Non-Compliant:** Training not delivered; policies not implemented; audit reveals systematic violations.

Non-Discriminatory Policing

MPD & City Implementation

Training and policy development for this part has been closely tied to Use of Force and SSCA policies and training. The next two years, we expect to evaluate the following areas related to non-discriminatory policing (“NDP”) topics:

NDP Deliverable	Completion Goal
Engaging with Minors Policies	Year 3
Engaging with Minors Training	Year 4/5
SSCA/NDP combined training (32-hour)	Year 4
Performance Evaluations Policy	Year 4
SSCA Dashboards	Year 4
Deploy and Train Performance Evaluation System	Year 5
SSCA/NDP Refresher Training	Year 5

IE Evaluation of NDP

Example Data or Information to be Reviewed (¶407(b)):

- BWC footage of officer-public contacts (statistically representative sample).
- BWC footage of officer-public contacts involving minors Stop, search, citation, and arrest documentation from RMS
- Training delivery: observation of SSCA/NDP training sessions; review of curriculum and lesson plans
- Training completion records
- Firearms display and pointings reports and documentation.
- Review of stop, search, arrest, and citation data dashboards.
- Community and officer survey data (disaggregated per ¶415)
- Review of IA/OPCR case trends related to NDP topics

Example Statistical Methods (¶407(b)):

- Stratified random sampling (by incident type and precinct) of BWC footage of officer-public contacts. Sampling strategy will meet or exceed a 95 percent confidence level with a margin of error of 10 percent.
- Descriptive statistics related to BWC audits to measure procedural justice, bias indicators, and NDP policy compliance rates for officer-public contacts.

- Descriptive and inferential statistical methods to analyze stop patterns from RMS data to include analysis of demographic and other protected class disparities by time of day, call type, and precinct.
- Descriptive and inferential statistical methods to analyze year-over-year trends in demographic representation of stops, searches, arrests, and citations.
- Inferential statistical methods to identify any statistically significant demographic disparities in audited use of force incidents that involve officer firearm displays or pointings as compared to City residential demographics.

Example of Compliance Measures (§407(c)):

- **Compliant:** NDP policies effective; training 100% completion; BWC audit results show substantial policy adherence; statistical patterns do not reflect significant disparities in policing.
- **On Track:** Training in delivery; BWC audits initiated; statistical analysis underway; no significant bias indicators.
- **At Risk:** Training delayed; data access issues impeding audit; statistical indicators of concern.
- **Non-Compliant:** Training not delivered; audit reveals systematic NDP violations; statistical patterns demonstrate discriminatory policing.

Accountability and Oversight

MPD & City Implementation

Accountability remains a foundational element of the Agreement and a central risk area for implementation. The Fourth Semiannual Progress Review noted that MPD had made no meaningful progress reducing the IA backlog during the review period and that this delay is harmful to complainants, officers, and the integrity of the disciplinary system. Years 3 and 4 must therefore place sustained emphasis on backlog reduction, investigative quality, timeliness, supervisory responsibility, and consistent use of corrective action and discipline.

The City and MPD have identified several accountability-related workstreams, including Internal Affairs and Office of Police Conduct Review (“OPCR”) investigator training, accountability and misconduct training, the corrective action matrix, Quarterly Review Panels, misconduct case management systems, and misconduct dashboard improvements. These activities are interconnected. Policies and training must define expectations; case management systems must allow managers to monitor timeliness and quality; supervisors must identify and correct performance issues; the corrective matrix must be applied consistently and fairly; and the outcomes should be made publicly available for transparency, to the extent the law allows. The implementation goals for years 3 and 4 are as follows:

Accountability Related Deliverable	Completion Goal
Elimination of Misconduct Case Backlog in OPCR	Year 3
Implementation of Corrective Action Matrix	Year 3
Implementation of Misconduct Case Management System	Year 4
Elimination of Misconduct Case Backlog in IA	Year 4
Evaluation of Quarterly Review Panel Process	Year 4
Evaluation of Compliant Intake Process (IA and OPCR)	Year 4
Evaluation of Review Panel (Discipline) Process	Year 4
Updates to Public Dashboards – Misconduct & Accountability	Year 4/5

IE Evaluation of Accountability and Oversight

We will evaluate training, system development, implementation of new SOPs, conduct file reviews and timeliness analyses, observe complaint intake assessments, QRP sessions, and Review Panel discussions. Attention will be paid to whether MPD and the City establish realistic deadlines for eliminating the IA historical case backlog and whether they implement management practices and provide sufficient staff resources to achieve those deadlines.

Example Data or Information to be Reviewed (¶407(b)):

- IA case files: historical backlog and new cases, with stage-by-stage processing dates
- OPCR case files and processing timelines
- Case management system development records and pilot results
- Corrective Action Matrix (once approved) and application records
- Training completion records for misconduct investigation training
- Brady reporting tracking records
- Case status tracking tools (Smartsheets, system outputs, etc.)

Example Statistical Methods (¶407(b)):

- Descriptive statistics measuring average case duration by phase and bureau (IA vs. OPCR)
- Descriptive statistics measuring backlog volume: cases by age, stage, and category (monthly)
- Descriptive statistics measuring Chief review turnaround time: average days from receipt to decision vs. 30-day standard
- Descriptive statistics measuring case disposition rate: cases closed per month vs. new intake per month

Example of Compliance Measures (¶407(c)):

- **Compliant:** IA historical backlog eliminated; new cases processed within Agreement timelines; Chief review within 30 days; case management system operational; Corrective Action Matrix approved and applied; training 100%.
- **On Track:** Meaningful backlog reduction underway with specific milestones being met; case management system in pilot; required staffing approved.
- **At Risk:** Backlog reduction target missed without credible revised plan; case management system still not deployed; required staffing not approved.
- **Non-Compliant:** No meaningful backlog progress after four years; Chief review process unchanged; systemic structural failures unaddressed.

Officer Support and Wellness

MPD & City Implementation

Officer wellness and workforce support are not only requirements under the Agreement, they are essential to sustaining reform. The Agreement recognizes that improved working conditions, wellness resources, and early intervention tools are necessary to support officers and improve organizational performance. The Fourth Semiannual Progress Review noted progress in wellness training, Peer Support deployment, and funding of a Director of Wellness position, but also identified insufficient staffing and EIS delays as significant challenges.

During Year 3, the City and MPD are expected to continue implementing the Employee Support Plan, provide ongoing training for the Peer Support Team and for all officers through annual in-service, address facility-related requirements, launch EIS pilot functions, and hire and onboard the Director of Wellness, EIS Manager and EIS coordinator positions. They are also expected to produce the annual re-assessment of employee support services and finalize the EIS training. During Year 4, MPD is expected to move toward a phase 1 EIS launch, which is expected to have core functionality but not yet be fully compliant with all required data integrations. We will also continue evaluation of MPD wellness resources, facility conditions, and employee support services. These efforts must be supported by clear roles, adequate staffing, and reliable communication with MPD personnel.

We will evaluate wellness and workforce support through review of plans, staffing, training records, utilization data, officer surveys, facility inspections, and interviews or focus groups. Because wellness resources must be trusted to be effective, we will also consider confidentiality protections, communication strategies, and whether members understand the difference between support-oriented interventions and disciplinary processes.

Wellness/Workforce Deliverable	Completion Goal
2026 Annual Internal Facility Assessment (§247)	Year 3
MPD Facility Determination (§252)	Year 3
MPD Facility Potable Water Testing (§251)	Year 3
Health and Wellness Training (recruit and annual in-service) (§§238, 240; 253, 255)	Year 4
2026 Tri-Annual External Facility Assessment (§246)	Year 4
2027 Annual Internal Assessment of Employee Support Services (§267)	Year 4
2027 Annual Internal Facility Assessment (§247)	Year 4
Employee Support Plan (ESP)	Year 4
South Minneapolis Community Safety Center	Year 4
Early Intervention System (Phase 1 Deployment)	Year 4

Early Intervention System (Full Deployment)	Year 5
2028 Annual Internal Facility Assessment (¶1247)	Year 5

IE Evaluation of Officer Wellness and Workforce Support

Example Data or Information to be Reviewed (¶407(b)):

- Review of training records for wellness training
- Utilization of behavioral health professionals in training
- Review of facilities assessments and continuous tracking of project completion related to assessment findings
- Review of EIS module for all requirements and system records to determine effective usage
- Review of annual EIS report information
- Site visit tours of MPD facilities
- Review of internal assessment of employee support resources
- Review of officer survey results

Example Statistical Methods (¶407(b)): No quantitative statistical analysis identified.

Example of Compliance Measures (¶407(c)):

- **Compliant:** Full staffing of the Health and Wellness Unit; full EIS Deployment; completion of internal and external facility assessments; continued demonstrated progress on addressing facility conditions; full deployment of the Employee Support Plan; ongoing officer health and wellness training in annual in-service; ongoing officer support feedback.
- **On Track:** Continued progress on Facilities Plan; Contracted clinical services for officers; Peer Support Team.
- **At Risk:** EIS Training and Deployment; Health and Wellness Unit staffing; Annual Internal Assessment of Employee Support Services; Officer Health and Wellness annual in-service training.
- **Non-Compliant:** EIS Training and Deployment; Annual Internal Assessment of Employee Support Services

Mental and Behavioral Health Crisis Response

MPD & City Implementation

The Agreement recognizes the importance of providing adequate support for individuals experiencing a mental or behavioral health crisis. This includes establishing a 24/7 behavioral crisis response teams and limiting the hours officers work, because tired or overworked officers, regardless of what they are working at, is a risk to officers and the public.

We will evaluate the adequacy of the behavioral health crisis response team through review of policies, staffing, training records, utilization data, officer surveys, and interviews or focus groups. Because behavioral health crisis support resources must be trusted to be effective, we will also consider dispatch practices, response times, reduction in workload for officers, communication strategies and sufficient community resources.

Mental and Behavioral Health Deliverable	Completion Goal
Analysis of baseline data on hours worked	Year 4
Analysis of adequacy of behavioral health crisis response.	Year 4

IE Evaluation of Mental and Behavioral Health Crisis Response

Example Data or Information to be Reviewed (¶1407(b)):

- Assessment of MECC dispatch protocols against Agreement requirements
- BCR program operations against ¶1289 goals (24/7 availability, reduces MPD workload, adequately resourced)
- MECC training records and updated dispatch protocols
- Dispatch data for crisis-related calls: volume, type, response assigned, outcomes
- BCR program availability and utilization records and availability
- BCR data dashboard (once developed)

Examples of Statistical Methods (¶1407(b)):

- Descriptive statistics measuring BCR 24/7 availability rate: % of hours BCR resources available for dispatch
- Descriptive statistics measuring crisis call diversion rate: % of qualifying crisis calls receiving BCR or non-police response
- Descriptive statistics measuring outcomes (repeat calls, escalation) for crisis calls with vs. without BCR response

Examples of Compliance Measures (¶407(c)):

- **Compliant:** Behavioral Health Crisis Response Team is adequately funded and resourced to be responsive across the City 24 hours a day, seven days per week; limitations on hours worked policy implemented.
- **On Track:** Progress toward funding and resourcing the Behavioral Health Crisis Response Team and implementing limitations on hours worked by completion deadlines.
- **At Risk:** Delay in meeting implementation goals.
- **Non-Compliant:** Failure to meet Agreement requirements.

Body Worn Cameras and In-Car Cameras

MPD & City Implementation

During Years 3 and 4 we will assess whether the Minneapolis Police Department has fully implemented the Agreement’s Body-Worn Camera (“BWC”) and In Car Camera (“ICC”) requirements. Monitoring will shift from evaluating policy development and initial training to verifying sustained operational compliance. This includes ensuring that officers consistently activate and use BWCs as required, that supervisory review and accountability processes effectively identify and address noncompliance, and that systems are in place to promptly identify, report, and resolve equipment malfunctions. We will also assess the quality and effectiveness of BWC audits, MPD use of BWC footage to support supervisory oversight, investigations, and training, and whether performance data demonstrates durable compliance across all operational units.

BWC Deliverable	Completion Goal
BWC/ICC Audit SOPs	Year 3
BWC/ICC Training	Year 3
Recruit BWC Training	Year 3
Ongoing BWC activation and compliance audits	Year 4

IE Evaluation of BWC and ICC

Example of Data or Information to be Reviewed ((§1407(b)):

- BWC activation records by officer and incident type
- ICC repair and maintenance ticketing records
- Training completion records

Example of Statistical Methods (§1407(b)):

- Random sampling of BWC footage of qualifying incidents.
- Descriptive statistics focused on audited BWC footage, measuring activation compliance rates, footage quality, and policy compliance rates.
- Descriptive statistics measuring training completion rates (BWC/ICC Training; Recruit BWC training).
- Descriptive statistics measuring BWC activation rates by officer and incident type.

Example of Compliance Measures (§1407(c)):

- **Compliant:** Policies and audit SOPs approved and implemented; personnel trained; usage meets policy and SOP requirements; BWC and ICC maintenance systems and procedures functional.

- **On Track:** proceeding according to schedule; audit SOPs under final review; activation rates acceptable and improving.
- **At Risk:** Audit SOPs not approved; training behind schedule; activation rates poor.
- **Non-Compliant:** Systematic activation failures; training not delivered; policies not followed.

III. Progress Review Timeline and Publication Schedule

This section sets forth the timeline and sequence for sharing Progress Review results with the Parties for review and comment before public posting, consistent with Paragraphs 407(e) and 413-414. The Settlement Agreement requires semi-annual written Progress Reviews posted to the IE's website.

Review	Review Period	Draft to Parties	Party Comment Deadline	Public Release
5th Progress Review	April 1, 2026 – September 30, 2026	October 30, 2026	November 30, 2026	December 2027
6th Progress Review	October 1, 2026 – March 31, 2027	April 30, 2027	May 30, 2027	June 2027
7th Progress Review	April 1, 2026 – September 30, 2027	October 30, 2027	November 30, 2027	December 2028
8th Progress Review	October 1, 2027 – March 31, 2028	April 30, 2028	May 30, 2028	June 2028

Each Progress Review will contain the elements required by Paragraph 413, including: (a) progress under the Evaluation Plan and overall assessment; (b) IE work conducted during the review period, including community evaluation summary; (c) methodology and findings for each review conducted; (d) projection of upcoming work and anticipated challenges; (e) status of Agreement requirements as incorporated into policy, trained, audited, and found compliant; (f) IE recommendations regarding steps to achieve compliance; and (g) extent of technical assistance provided.

ELEFA will provide the draft Progress Review to the Parties at least 30 calendar days before public release, as required by Paragraph 414. We will post the final report, along with any Party comments that the Parties request to be posted, and ELEFA's response if any. An electronic mechanism for public feedback on each Progress Review is maintained at www.elefamn.org.

IV. Independent Evaluator Team Roles & Responsibilities

The following delineates ELEFA's roles and responsibilities for the IE Team, as required by Paragraph 407(f). Reflecting the evolution of implementation tasks from policies review to training and audits, we added the following new members to the team:

New Members:

Individual(s)	Primary Responsibilities
Jason Armstrong	Police operations; officer engagement
Brian Corr	Community Engagement
Dr. Katie Leonard	Audit methodologies and analysis
Dr. Deirdre Magee	Training
Robert McNeilly	Internal Affairs, Use of Force, EIS, audits
Jean Zachariasiewicz	Drafting, research, and analysis

Continuing Team Members:

Individual(s)	Primary Responsibilities
David Douglass	IE Team lead
Mary Ann Viverette	Deputy Monitor, police operations, officer liaison
Arlinda Westbrook	Deputy Monitor; Misconduct and Accountability, Community Liaison
Lisa Fink	Policies; training
Eric Melancon	Data systems and reporting; technology, BWC
Julie Solomon	Officer Health and Wellness, Mental and Behavioral Health Crisis
John Salomone	Project Management
Carolina Maberry	Community Engagement, Report Preparation; Project Management
Bill Murphy	Training; use of force. (Chief Murphy has retired from day-to-day involvement but remains available to the team as needed. His previously assigned areas will be led by Deirdre Magee and Bob McNeilly)

V. Community Engagement Plan

Community and officer engagement will remain central to our work. We will continue to hold public meetings every four months, at different locations in Minneapolis. The following table summarizes our community and officer engagement plans:

Activity	Frequency	Purpose
Public meetings	Every four months	Report implementation progress, receive public input, and address community questions.
Progress reports	Semiannual/Twice per year	Provide public assessment of achievements, challenges, expected progress, technical assistance, and compliance status.
Community evaluation survey	Annually	Assess public awareness, trust, and perceptions of MPD and the implementation process.
Officer survey	Annually	Assess member awareness, morale, training effectiveness, wellness needs, facility conditions, and implementation concerns.
Website updates	Ongoing	Post reports, notices, meeting materials, and other implementation information.
Public and Officer engagement	Ongoing	Gather feedback from community groups, advocates, service providers, and individuals with lived experience; provide updates concerning implementation progress and challenges; education concerning policing practices.
Stakeholder Engagement	Ongoing	We will meet with individuals and organizations whose responsibilities relate to implementing the Agreement, including but not limited to the City Council, and the City auditor

Public meetings will be publicized at least three weeks in advance on ELEFA's website, through mailing lists, including media sources, and through the City's MPD webpage and social media, and through our local community liaison, Unity Community Mediation Team.

VI. Conclusion

As we have repeatedly observed, institutional change is a long, complex, and challenging process. Unanticipated delays and setbacks are inevitable. It is essential, however, that these challenges do not become barriers to change. The evaluation plan for years three and four is based on the City's and MPD's forecasted implementation schedule, which incorporates lessons learned through implementation in the first two years under the Agreement. We will continue to closely monitor progress toward full and sustained implementation, support and guide implementation, provide technical assistance as requested and agreed, and report to the Parties, the Court, and the public concerning progress, challenges, risks, and obstacles on the path to full and effective compliance with the Agreement.

Appendix B: Compliance by Paragraph (407 (a)-(c))

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.

The IE Team reserves the right to modify or revise the measurements in response to changed circumstances, to conform to MPD practices, to correct inadvertent errors or omissions or to otherwise achieve implementation of the Settlement Agreement's requirements.

¶	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	IE Team will review and approve all policies referenced throughout the Settlement Agreement (“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 supervisor review, auditing or inspection procedure, and/or disciplinary or non-disciplinary accountability 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	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.
				IE Team will evaluate whether MPD considers officer feedback during training on specific topics as outlined in the SA to assess whether officers understand policy updates; IE Team will evaluate 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	IE Team will evaluate documented officer feedback and verify whether feedback was gathered from officers of varying assignments for MCVG, NDP, UOF, and SSCA (“4-core”) policies.
				IE Team will evaluate advertisements/messaging sent to officers about MPD seeking feedback on any 4-core policies.
				IE Team will evaluate attendance sheets or other evidence of participation for accuracy and completeness 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 evaluate 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 evaluate written feedback received from MPD officers on any 4-core policies. Each piece of feedback must include officer’s rank (where available), Precinct/unit of assignment (where available), when feedback was received.
				IE Team will evaluate 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	IE Team will evaluate documented supervisor feedback to determine whether feedback was gathered from sergeants and lieutenants across varying assignments for MCVG, NDP, UOF, and SSA (4-core) policies.
				Same compliance measures set forth for 27a, but applicable to Sergeants and Lieutenants (supervisors)
27c	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. 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.	Lisa Fink	IE Team will evaluate the City’s website to determine whether the policy comment webpage is available in multiple languages.
				IE Team will verify whether the policy comment website allows community members to submit policy feedback and for MPD to receive such feedback.
				IE Team will verify whether MPD held at least 3 community sessions on each 4-core topic: MCVG, NDP, UOF, SSCA.
				IE Team will evaluate 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 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).

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				IE Team will evaluate 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.
28	Part 2: Policy Framework and Outreach	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.	Lisa Fink	- MPD will demonstrate evidence that it provided public notice and published 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 evaluate 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.
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	- The Parties will mutually determine (per the terms of SA) whether requirement deadline will remain or be postponed. If postponed, the effective date of the items below will be revised to the mutually agreed upon date. - IE Team will evaluate whether MPD has updated and activated 4-core policies. - IE Team will verify that MPD all updated and approved 4-core policy content has been incorporated into training through evaluation 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 evaluate whether the 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 MPD's evidence of comprehensive procedures for identifying (auditing) and addressing apparent deficiencies or violations of the 4-core policies. - IE Team will evaluate 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	- IE Team will evaluate whether all RFPs to procure services comply with the SA - The Parties will mutually determine (per the terms of SA) whether 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 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	- IE Team will evaluate MPD's plan for an annual review of 4-core policies. - IE Team will evaluate (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	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.	Lisa Fink	· MPD will demonstrate 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 evaluate 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.
				· 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	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.	Lisa Fink	· 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 MPD’s plan for completing paragraph 32requirements 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 assess 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”).
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	· Objectives
35	Part 3: Non-Discriminatory Policing	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Arlinda Westbrook	· 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	· Guiding Principle
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	· MPD will adopt policies to include all required elements 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	- MPD will adopt policies to include all required elements 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 evaluate 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	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	- IE Team will conduct audits as referenced in paragraph 34 requirements to also cover this topic. - MPD will adopt policies 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. - MPD will adapt technology systems as needed to require documentation of the perceived or known demographic categories. IE Team will evaluate and approve changes to systems align with updated policies.
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	- IE Team will conduct audits as referenced in paragraph 34 requirements to also cover this topic. - IE Team will evaluate and assess all IA cases where complaints related to these topics are alleged to determine if such cases are properly investigated and disciplined according to the Corrective Action 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	- 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 evaluate and approve this policy. - IE Team will access systems of record to evaluate whether supervisors identify potential violations and assess 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 the rate at which supervisors took appropriate actions within 72 hours of the supervisor review of the incident (absent exceptional documented circumstances).
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	- IE Team will evaluate whether 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.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	· 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 assessment 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	· IE Team will verify whether evaluation and promotion forms 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	· IE Team will audit supervisory performance evaluations; to verify they include 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.	Arlinda Westbrook	· 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	· IE Team will review the MPD performance evaluation process to assess whether it identifies, supports, and recognizes 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	· MPD will adopt policies and procedures for supervisors of all ranks to conduct timely and accurate performance evaluations. IE Team will evaluate and approve these policies and procedures.
				· MPD will develop and deliver training for supervisors of all ranks to conduct timely and accurate performance evaluations. IE Team will evaluate and approve these trainings.
				· 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	· IE Team will conduct supervisory audits to determine whether supervisors met with officers under their direct command monthly 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	· IE Team will verify 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	· 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.
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.		· Objectives

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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.	Bob McNeilly	Objectives
55	Part 4: Use of Force	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Bob McNeilly	Guiding Principle
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.	Bob McNeilly	
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.	Bob McNeilly	Guiding Principle
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.		
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.	Bob McNeilly	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 verify whether MPD completes all UOF training requirements listed under the training paragraphs of this SA within the ATP timelines.
				IE Team will verify whether all training completed is approved by the Parties prior to the policy 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.	Bob McNeilly	IE Team will evaluate 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.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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.	Bob McNeilly	- 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 whether 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.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. - MPD will incorporate the DE concepts within this paragraph and verify they are embedded within the CDM and taught using Adult Learning Techniques (ALT), during Scenario Based Training (SBT), exercises and practical applications skills training sessions. The IE team will evaluate lesson plans and observe the training. - MPD will adopt policies to require supervisory review of Body Worn Camera (BWC) footage for applicable UOF incidents. - IE team will evaluate records to verify supervisory compliance and observe some supervisors reviewing recordings. - MPD will adopt policies and procedures to require supervisors to review randomly selected BWC footage of calls for service. The IE team will evaluate records of supervisors who reviewed required recordings. - 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. The IE team will note these discussions while observing QRP meetings and reviewing records of meetings. - MPD will demonstrate that the QRP will require re-training on any deficiencies identified during reviews of significant UOF incidents (Officer Involved Shootings) even when the shooting itself may be deemed within policy. IE team will note these discussions while observing QRP meetings and reviewing records of meetings. - 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. IE team will note these discussions while observing QRP meetings and reviewing records of meetings. - 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. The IE team will observe QRP meetings and review the list of attendees for meetings not observed.
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.	Bob McNeilly	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. The IE team will observe some award ceremonies and review records of award ceremonies.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. The IE team will audit UOF.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				IE team will verify this requirement during UOF audits and audit foot pursuits to verify adherence.
				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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				MPD will demonstrate that the CDM covers this requirement and that at least some ALT and SBT exercises cover this requirement.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				MPD will demonstrate that ALT and SBT exercises cover this requirement.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				MPD will demonstrate that ALT and SBT exercises cover this requirement.
				IE team will verify this requirement during UOF audits.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				IE Team will evaluate curriculum to confirm that outdated terminology (such as excited delirium) are not embedded within the curriculum.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				IE team will verify this requirement during UOF audits.
				MPD will demonstrate its evaluate process for Level 1 and 2 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 Level 1 and 2 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 themselves, 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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				MPD will demonstrate that ALT and SBT exercises satisfy this requirement.
				IE team will verify this requirement during UOF audits.
				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.
72	Part 4: Use of Force	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	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.
				IE team will verify this requirement during UOF audits.
				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. The IE team will evaluate all records related to this supervisory requirement.
				MPD Training Division will be required to have a CEW-certified instructor capable of training department personnel. The IE team will evaluate the training records to ensure compliance with this requirement.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
		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.		- 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. The IE team will evaluate certification records.
73	Part 4: Use of Force	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.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. - IE team will verify this requirement during UOF audits. - MPD will demonstrate that ALT and SBT exercises cover these requirements. - IE Team will periodically observe roll calls to determine whether all officers are equipped with a less-lethal weapon. - MPD will equip squad cars with medical lifesaving kits. IE Team will periodically inspect roll calls to determine if medical lifesaving kits are equipped in patrol vehicles.
74	Part 4: Use of Force	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.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. - IE team will verify this requirement during UOF audits. - MPD will demonstrate that ALT and SBT exercises cover these requirements.
75	Part 4: Use of Force	Chokeholds and neck restraints. MPD will continue to prohibit the use of chokeholds or neck restraints.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. - IE team will verify this requirement during UOF audits.
76	Part 4: Use of Force	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.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - IE team will verify this requirement during UOF audits. - 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. IE Team will evaluate and approve the UOF training.
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.	Bob McNeilly	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.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. - IE team will verify this requirement during UOF audits.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				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 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.	Bob McNeilly	- 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 audit such referrals on an annual basis. - IE team to evaluate MPD UOF reports to the public and public UOF data dashboards.
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.	Bob McNeilly	- Requirement incorporated into paragraph 62 requirements. - IE team to review EIS and RMS to confirm data is entered. - IE team to evaluate MPD UOF reports to the public and public UOF data dashboards. - IE team to observe incident evaluations conducted at QRP.
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.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. - MPD’s Force Investigations Teams (FIT) investigates level 3 UOF incidents and develops an SOP to govern 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. The IE team will evaluate the records for level 3 uses of force to determine compliance. - MPD will demonstrate that ALT and SBT exercises satisfy these requirements. - IE team will audit UOF reports for completeness, use of correct level of force, reviews by supervisors, follow-up actions when necessary, and that UOF was appropriate. - 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.	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training. - IE team will audit UOF reports to ensure all officers reported all force options used in incidents. BWC and mobile cameras will be reviewed to assist with determining all officers present completed a UOF report.
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	Bob McNeilly	- MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will evaluate and approve the UOF policy. - MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will evaluate and approve the UOF training.

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		extraordinary circumstances.		IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during IA case audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				MPD will develop 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.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits for Level 2 and 3 incidents.
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	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
		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.		MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits for Level 2 and 3 incidents.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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”).	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
99	Part 4: Use of Force		Bob McNeilly	MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will

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		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.		review and approve the UOF policy. · MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training. · IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	· MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy. · MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training. · IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	· MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy. · MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training. · IE team will verify this requirement during UOF audits.
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.	Bob McNeilly	· MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy. · The IE team will evaluate the supervisor training curriculum to determine whether it meets these requirements.
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.	Bob McNeilly	· MPD will demonstrate that it has incorporated this paragraph’s requirements into annual supervisor performance evaluations. · FIT policy requirements incorporated into paragraph 81 requirements. · The IE team will evaluate whether supervisor evaluations for the levels of force listed include the required information. Once a FIT team is established, the IE team will evaluate their findings to determine whether this requirement was met.
104	Part 4: Use of Force	Transparency is vital to build community trust and provide public safety in a non-discriminatory manner.	Bob McNeilly	· 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.	Bob McNeilly	· 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. · The IE team will evaluate the communications policy for officer use of force that results in the death or serious bodily injury. The IE team will evaluate any department communications for these incidents to determine whether the department followed policy and these requirements.
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.	Bob McNeilly	· Policy requirement for this paragraph shall be incorporated into the requirement outlined in paragraph 105 policy requirement. · The IE team will evaluate any department communications for these incidents to determine whether the department followed policy and these requirements.
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.	Bob McNeilly	· Policy requirement for this paragraph shall be incorporated into the requirement outlined in paragraph 105 policy requirement. · The IE team will evaluate department communications for these incidents to determine whether the department followed policy and these requirements.

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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.	Bob McNeilly	· 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 shall be incorporated into the requirement outlined in paragraph 105 policy requirement.
				· The IE team will verify this requirement during UOF audits.
				· The IE team will review roll call instructions given to patrol officers regarding recent critical incidents to ensure compliance with communication protocols.
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).	Bob McNeilly	· MPD will include all required elements in Part 4 of the SA in its updated UOF policy. IE Team will review and approve the UOF policy.
				· MPD will include all required elements in Part 4 of the SA in its updated UOF training. IE Team will review and approve the UOF training.
				· IE Team will audit a sample of UOF reports to measure 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).	Bob McNeilly	· MPD will demonstrate that its system 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.	Bob McNeilly	· MPD will demonstrate that its system of record can store the information in the manner described in this paragraph.
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.	Bob McNeilly	· MPD will include all required elements 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.
				· IE Team will audit a random sample of UOF reports to determine compliance with this requirement.

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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.	Bob McNeilly	· MPD will include all required elements 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.
				· IE Team will audit 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.	Bob McNeilly	· 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.	Bob McNeilly	· 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.	Bob McNeilly	· 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.
				· The IE team will observe the ORP meeting periodically to determine whether this requirement was met.
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	· Objective
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	· Objective
119	Part 5: Stops, Searches, and Arrests	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Mary Ann Viverette	· 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	· Guiding Principle

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	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	Guiding Principle
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	IE Team will evaluate SSCA policies for inclusion of all required elements set forth in paragraph (subparagraphs a – g)
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	MPD will reorganize the Policy and Procedure Manual, with separate and specific policies and procedures on SSCA. IE Team will review and approve policies in consultation with the Parties.
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	Mary Ann Viverette	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, when appropriate.

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		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.		- MPD will incorporate the requirements of paragraphs 125-135 into training and lesson plans. IE Team will review and approve training materials and observe instruction of this material to verify it is being taught to Officers and officer feedback supports their understanding of the course content. - IE Team will participate in ride-alongs and observe citizen interactions to verify adherence with policy. - IE Team will audit samples 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 assess 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 SSCA incidents
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the training. - IE Team will audit to determine whether officers are adhering to this requirement.
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the training. - IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the training. - IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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 or 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	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 observe 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 evaluate BWCs for compliance with policy and SA requirements and evaluate MPD's response to instances of non-compliance.
				IE Team will review Internal Affairs files and OPCR files and assess actions taken by supervisors when SSCA policy violations related to the requirements of paragraphs 136-150 section are discovered.
				IE Team will conduct audits of documented searches, reported stops with frisks/weapon pat-downs, breath alcohol tests and/or similar tests, and vehicle inventory searches. IE Team will review to determine compliance to policy with the appropriate disciplinary action taken for non-compliance.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				- 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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will audit reports, Field Interview Cards (FICs) and IA and OPCR Intake 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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - 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	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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will audit records and reports for Searches and Seizures and verify data is present for required documentation.
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - 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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - 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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will audit calls for service where Body Cavity Searches would be more likely to occur to determine whether documentation meets these requirements.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· Additionally, IE Team will interview potentially impacted persons to assess the quality of the interaction and verify 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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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 pre warrant 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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· 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
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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
				· 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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· 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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will

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				review and approve the Training.
				· IE Team will conduct audits of warrant executions to determine whether officers are adhering to this requirement.
				· 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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
152	Part 5: Stops, Searches, and Arrests	MPD will continue to require supervisors to authorize MPD officers to make felony arrests.	Mary Ann Viverette	· MPD will include all required elements in Part 5 in its updated SSCA policy and within all approved training. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
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	· 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 observe 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 samples of BWCs for evidence of officers following policy. IE Team will review to determine compliance to policy with the appropriate disciplinary action taken for non-compliance.
				· IE Team will review Internal Affairs files and OPCR files and assess actions taken by supervisors when SSA policy violations related to the requirements of paragraphs 151-158 section are discovered.
				· IE Team audit 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.
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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.

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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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement.
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	· MPD will adopt policy revisions to include all elements related to field interviews. IE Team will review and approve policy changes.
				· MPD will incorporate the requirements on field interviews into training and lesson plans. IE Team will review and approve training materials and observe instruction of this material to verify it is being taught to officers.
				· 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 verify compliance with policy and that appropriate disciplinary action is taken for non-compliance.
				· IE Team will review Internal Affairs files and OPCR files and assess actions taken by supervisors when SSCA policy violations related to these requirements are discovered.
				· IE Team will interview officers and supervisors during our interactions to assess their knowledge and understanding of these requirements.
				· IE Team will audit reports, FICs and arrest reports for Field Interview documentation to verify 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	· MPD will adopt policies and procedures pertaining to undercover social media accounts to determine whether they comply with this section of the Agreement. IE Team will verify compliance. IE Team will review and approve policy changes.
				· IE Team will audit records maintained by the Commander of the Strategic Information Center, supervisory documents indicated review of these accounts, and records of the MPD Review panel for documentation of the required periodic assessments.
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	Mary Ann Viverette	· 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 required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
		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.		- IE Team will conduct SSCA audits to determine whether officers are adhering to this requirement. - IE Team will audit 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 segreant 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	- IE Team will audit documentation of required supervisor monthly check-ins with officers. - MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will verify whether SSCA BWC reviews are conducted before supervisors meet with officers and adequately documented. - IE Team will audit required documentation submitted by supervisors indicating deficiencies by officers under their Command. - IE Team will audit whether supervisory check-ins are reviewing diverse circumstances when conducting their reviews. - IE Team will audit reports for boilerplate language and verify supervisory reviews have corresponding documentation. - IE Team will evaluate 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	- 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. - MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - 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	- IE Team will periodically audit and regularly review 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. - MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - IE Team will cross-check for tracking 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	Mary Ann Viverette	IE Team will verify MPD Policy includes the required language to hold supervisors accountable for this section.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
		arrests.		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.
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	- 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	- IE Team will verify whether MPD’s written and electronic report format complies with this section of the Agreement. - IE Team will verify 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 can provide 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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - 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 review 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	- MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy. - MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training. - 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 Viverette	· MPD will include all required elements in Part 5 in its updated SSCA policy. IE Team will review and approve the SSCA policy.
				· MPD will include all required elements in Part 5 of the SA in its updated SCCA training. IE Team will review and approve the Training.
				· 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.
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 Viverette	· IE Team will conduct ride-alongs to verify that officers follow the policy.
				· IE Team will verify whether revised Policy includes the required language.
				· IE Team will verify whether revised lesson plans include training on this topic.
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	· IE Team will review Internal Affairs and OPCR records for complaints of officers not following the policy.
				· MPD will include all required elements in Part 6 in its updated BWC policy. IE Team will review and approve the BWC policy.
				· MPD will include all required elements in Part 6 of the SA in its updated BWC training. IE Team will review and approve the Training.
				· MPD will establish a BWC and Critical Incident Video Release Policy (to improve trust and MPD legitimacy in the Community)
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	· IE Team will evaluate Disciplinary Data to determine if referred policy violations that are sustained are resulting in adequate discipline and timely investigations
				· 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 audits 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 observations of Precinct 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
				· MPD will include all required elements in Part 6 of the SA in its updated BWC training. IE Team will review and approve the Training.

¶	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	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	- MPD will include all required elements in Part 6 in its updated BWC policy. IE Team will review and approve the BWC policy. - MPD will include all required elements in Part 6 of the SA in its updated BWC training. IE Team will review and approve the Training. - IE Team will review MPD audits of all groups identified in the policy that are subject to BWC policy to determine whether members are activating BWCs in accordance with policy. - IE Team will conduct 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. - 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 verify whether supervisors have approved (or denied) the stated reason. IE Team will confirm these actions are occurring within policy and appropriate action is taken. - MPD will develop a process for procedural justice audits in conjunction with SSCA 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. - 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. - 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. - See paragraph b and d on BWC audits – MPD will maintain a written Standard Operating Procedure for all BWC audits, SSCA 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.
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	- MPD will include all required elements in Part 6 in its updated BWC policy. IE Team will review and approve the BWC policy. - MPD will include all required elements in Part 6 of the SA in its updated BWC training. IE Team will review and approve the Training. - IE Team will review IT logs from Axon BWCs to assess if there are activation patterns or issues - IE Team will perform in-person inspections of BWC distribution and equipment during roll calls to determine a sufficient rate of compliance

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				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 and assess whether appropriate actions are taken
177	Part 6: Body Worn Cameras and In-CarCameras	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	IE Team will review the logs from the 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	MPD will include all required elements in Part 6 in its updated BWC and ICC policy. IE Team will review and approve the BWC policy.
				MPD will include all required elements in Part 6 of the SA in its updated ICC training. IE Team will review and approve the Training.
				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 within-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.	Deidre Magee	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.	Deidre Magee	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.	Deidre Magee	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.	Deidre Magee	Guiding principles.
183	Part 7: Training	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.	Deidre Magee	MPD will conduct a national review on how to develop an Annual Training Plan (ATP) which includes a Training Needs Assessment (TNA).
				MPD will consult with other Academy Directors or Curriculum Directors on developing the ATP, especially those involved in current consent decrees.
				MPD must demonstrate that the TNA process included:
				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.
				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.
				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 ATP.
				MPD will develop the ATP 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.	Deidre Magee	· 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 guide post 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 ATP 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 ATP to clearly identify how each SA paragraph or MN POST mandate was to be addressed within the plan. The ATP will specifically identify SA paragraph numbers adjacent to the proposed training for clear understanding and traceability to the SA requirement.
				· MPD will develop the ATP to adhere to all training ratios for classroom and psychomotor skills.
				· MPD will develop the ATP to adhere to all instructor certification requirements.
				· MPD will develop the ATP to identify appropriate staffing requirements to ensure consistent professional training.
185	Part 7: Training	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	Deidre Magee	· MPD will develop the ATP to clearly address SA paragraph 185 subsections a) through l) within the plan.
				· MPD will design the ATP 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 ATP 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 ATP to clearly identify how community groups can assist the director in development and delivery of key training SA paragraphs.

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		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.		MPD will recruit and hire (or contract with) a civilian professional Director of Police Education and Training that can assist in the development of curriculum and instructional design. The Director should possess at minimum master’s degree and preferably a PhD. Candidates should have proven experience with instruction and teaching adults.
				MPD will develop the ATP 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 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	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.	Deidre Magee	MPD will create a process to determine whether key core topics such as UOF, SSCA, Non-Discriminatory (Fair and Impartial Policing, Procedural Justice), 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.
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.	Deidre Magee	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.	Deidre Magee	MPD will develop the ATP 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.	Deidre Magee	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 ATP process to identity the numbers of instructors needed and certification required to teach each course within the ATP and ensured that a T4T session occurred prior to teaching the new courses.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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.	Deidre Magee	· 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.	Deidre Magee	· 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 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.	Deidre Magee	· The MPD will establish a Professional Advisory Committee (PAC) made up of external participants from various professions, such as city attorneys, other law enforcement members (FBI, County, etc.), university professors, civil rights attorneys, mental health professionals, community members involved in police reform, etc. PAC members review and approve the ATP 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.	Deidre Magee	· IE Team will evaluate 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.
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.	Deidre Magee	· MPD will adopt an instructor evaluation process conducted by preferably an Director of Police Education and Training 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 classroom instructor 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 Director of Police Education and Training’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 observations and store the results of these observations 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 and peer feedback and evaluations on course content. 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 Commander and Director of Police Education and Training 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.

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				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.	Deidre Magee	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.	Deidre Magee	MPD will adopt formalized training and testing processes for Academy and in-service trainings. Generally, during the ATP process the Academy Director and Director of Police Education and Training will determine the testing criteria for the classes and courses to be taught in the ATP. 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.
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.	Deidre Magee	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.	Deidre Magee	MPD will develop the ATP 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.	Deidre Magee	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 ATP and reinforced in the classroom with PBL exercises and SBT and testing protocols outside the classroom. The successful completion of ATP 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 assess 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).

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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.	Deidre Magee	MPD will develop the TNA and ATP 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.	Deidre Magee	- MPD will develop the ATP 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 SBT and PBLs scenarios and exercises to determine the frequency on no-force outcomes during the training sessions. - IE Team will evaluate 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 are actually embedded in the training.
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.	Deidre Magee	- 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 UOF policy 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.	Deidre Magee	- MPD will develop the ATP with an outline how the initial 16-hours of UOF training are addressed and the appropriate timelines for delivery. - MPD will develop the ATP with an outline how the 8-hours of annual UOF training were addressed with appropriate timelines for delivery. IE Team will review and approve the training. - MPD will adopt a policy on “UOF and de-escalation” that is approved by IE Team before training is developed. - MPD will develop the ATP 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 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.	Deidre Magee	MPD will develop the ATP to include all paragraph 204 sub-section training topics and requirements for annual UOF training within the plan. IE Team will review and approve the training.
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.	Deidre Magee	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-	Deidre Magee	MPD will implement the training construct of “whole person” that specifically disavows “warrior” style training concepts in favor of guardianship mentality.

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		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.		- MPD will incorporate into the ATP 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.	Deidre Magee	MPD will conduct annual ABLE training and incorporate ABLE training into the ATP. IE Team will review and approve the training.
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.	Deidre Magee	MPD will conduct supervisory training that fulfills the requirements of paragraph 208 sub-sections a) through c) and include this training within the ATP. IE Team will review and approve the training.
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.	Deidre Magee	- MPD will develop the ATP to outline how the initial 16-hours of SSCA training were addressed with appropriate timelines for delivery. IE Team will review and approve the training. - MPD will develop the ATP to outline how the 4-hours of annual SSCA training were addressed with appropriate timelines for delivery. IE Team will review and approve the training. - MPD will develop the ATP 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 ATP 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.	Deidre Magee	MPD will develop protocols in the ATP 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.	Deidre Magee	- MPD will develop the ATP 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. IE Team will review and approve the training.
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.	Deidre Magee	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.	Deidre Magee	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.	Deidre Magee	- MPD will develop the ATP to outline how the initial 16-hours of Non-discriminatory training are addressed, with appropriate timelines for delivery. IE Team will review and approve the training. - MPD will develop the ATP to outline how the 8-hours of annual Non-discriminatory training are addressed, with appropriate timelines for delivery. IE Team will review and approve the training. - MPD will develop the ATP 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 ATP 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.	Deidre Magee	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.	Deidre Magee	MPD will develop the ATP 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.	Deidre Magee	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.	Deidre Magee	MPD will develop a new 40-hour FTO training program to determine whether it meets the requirements outlined within the SA. IE Team will review and approve the training.
				MPD will develop a robust FTO manual that covers the requirement outlined within the SA. IE Team will review and approve the FTO manual.
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.	Deidre Magee	MPD will adopt FTO policies and an FTO manual that addresses all of paragraph 219 sub-sections a) through d) training topics or requirements. IE Team will review and approve the policy and FTO manual.
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.	Deidre Magee	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. IE Team will review and approve the training program.
				MPD will have FTO policies and an FTO manual that covers the requirement outlined within paragraph 220. IE Team will review and approve the policy and FTO manual.
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	Deidre Magee	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. IE Team will review and approve the training program.
				MPD will adopt FTO policies and include provisions on in its FTO manual to address FTO re-certification requirements as required in this paragraph. IE Team will review and approve the policy and FTO manual.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
		demonstrate in order to be “field qualified.” The Training Division will maintain documentation of the training of field trainers.		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.	Deidre Magee	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. IE Team will review and approve the policy and FTO manual.
				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.	Deidre Magee	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.	Deidre Magee	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.	Deidre Magee	MPD will adopt changes to its policy manual on supervision to satisfy the requirements of paragraph 226-227. IE Team will review and approve the policy.
				MPD will develop the ATP to address the content within this paragraph in its 8-hour supervisor training class being developed and scheduled for training delivery. IE Team will review and approve the training.
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.	Deidre Magee	MPD will adopt changes to its policy manual on supervision to satisfy the requirements of paragraph 226-227. IE Team will review and approve the policy.
				MPD will develop the ATP to address the content within this paragraph in its 8-hour supervisor training class being developed and scheduled for training delivery. IE Team will review and approve the training.
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.	Deidre Magee	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.	Deidre Magee	MPD will develop the ATP to address the contents of this paragraph within the TNA focus group supervisor interview process.
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.	Deidre Magee	MPD will develop the ATP 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 ATP 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.	Deidre Magee	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.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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.	Deidre Magee	• MPD will develop the ATP to outline how the initial 16-hours of police misconduct training are addressed with appropriate timelines for delivery. IE Team will review and approve the training.
				• MPD will develop the ATP to outline how the 8-hours of annual police misconduct training are addressed with appropriate timelines for delivery. IE Team will review and approve the training.
				• MPD will develop the ATP 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 ATP 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.	Deidre Magee	• MPD will develop the ATP to address the need for interviewing skills and adult learning techniques (ALT).
				• MPD will develop the ATP 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.	Deidre Magee	• 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.	Deidre Magee	• MPD will develop the ATP to address sub-sections a) through b) and all topics and requirements.
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.	Julie Solomon and Deidre Magee	• MPD will develop the ATP to address sub-sections a) through e) and all the topics and requirements in this paragraph, inclusive of adult learning principles.
				• MPD will produce training records and evaluations sufficient to demonstrate all officers have received the training.
				• 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	Julie Solomon	• MPD will develop the ATP to address all sub-section a) through d) topics and requirements utilizing adult learning principles including scenario based training

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		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.		MPD will include perspectives from people with lived experience and utilize subject matter experts in training development and delivery.
				• MPD will adopt a CIT policy that was approved by IE Team and the Parties before training is developed.
				• IE Team will observe training to assess compliance with these requirements.
				IE team will review training records to assess whether the Academy sends all recruits through a 40-hour CIT course as required in this paragraph.
				• IE team will review training records to assess whether officers receive an 8-hour CIT Refresher course annually as required in this paragraph.
				• IE team will review training records and course evaluations to assess whether all recruits and officers received training and the quality of that training.
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.	Julie Solomon	• MECC will develop ATP training which addresses the requirements of this paragraph.
				• MECC will utilize adult learning principles including scenario-based training, include perspectives from people with lived experiences with law enforcement, and utilize subject matter experts in training development and delivery.
				• IE team will review training records and course evaluations to assess whether all telecommunicators received the training and the quality of that training.
				• IE team will observe training to assess compliance with these requirements.
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.	Julie Solomon	• MPD will demonstrate the development, review and, where appropriate, delivery of training materials includes mental health professionals.
				• MPD will include material in recruit and annual in-service training on stress management, alcohol and substance abuse, officer wellness, and the support services available to MPD officers.
				• IE Team will observe training to assess compliance with these requirements.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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.	Julie Solomon; Deidre Magee	· MPD will demonstrate the development, review and where appropriate delivery of training materials included subject matter experts.
				· MPD will include in training material 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.
				· The IE team will review training records to verify all officers received the training.
				· The IE team will observe training to assess compliance with these requirements.
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.	Julie Solomon	· ATP MPD will include in recruit and annual in-service training material on stress management, alcohol and substance abuse, officer wellness, and the support services available to MPD officers.
				· MPD will offer wellness training each year in annual in-service, and minimally every three years to demonstrate prioritization of officer wellness and support.
				· IE team will review training records to verify that all officers received the training.
				· IE team will observe training to assess compliance with these requirements.
241	Part 8: Officer Support and Wellness	This section sets forth the guiding principles to facilitate compliance with this Agreement.	Julie Solomon	· 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	· 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	· Guiding Principles
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	· Guiding Principles
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	· 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	· 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. The City will set a schedule to conduct this assessment periodically.
				· IE team will verify whether the assessment demonstrates 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	· 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. The City will set a schedule to conduct this assessment annually which will be approved by the IE

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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	· MPD will provide the “Equipment, Technology, and Facilities Response Plan” to IE Team for review.
				· IE Team will assess 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. Progress will be measured on an ongoing basis.
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	· IE Team will evaluate 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.
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	· IE Team will assess 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	· IE Team will periodically conduct in-person observations to verify 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. Issues brought to the attention of the City will be prioritized to mitigate.
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	· 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. This process will be demonstrated to the IE prior to the start of any new or remodeled space.
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	· The MPD and the City will adopt a policy supporting the requirements of this paragraph.
				· Policy must also reflect the training and eligibility requirements and the types/timeline of incidents in which impacted officers receive required services
				· The IE team will conduct audits to verify ease of access, confidentiality, and de-identified utilization of 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. Training will include stress management and other officer wellness topics. MPD will operate a functional, well-trained Peer Support team. MPD will demonstrate deployment of traumatic incident debriefings and crisis counseling
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	· 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 sufficiently staff the Wellness Unit to ensure support services meet the needs of this agreement and of the MPD needs assessment
				· MPD will provide the needs assessment on officer wellness to IE Team for review.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	- 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. - MPD will develop progress updates demonstrating compliance with the employee support plan which addresses each component of this paragraph 255j.k. should be considered alongside ¶¶238-240, 253
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	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	- 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. ELEFA will assess credentials, subject matter expertise and accessibility to services through review of the RFP, clinician resumes, and accessibility of services demonstrated through officer feedback and the required annual report under ¶¶255, 258, 259, 261, 267
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	MPD will demonstrate evidence that service offering are consistent with needs assessment and employee support plan; ELEFA will assess credentials, subject matter expertise and levels of services provided through review of the RFP, clinician resumes, service offerings, and officer feedback required under ¶¶255, 259, 267
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	- 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. MPD will demonstrate improvements to services based on officer feedback. ELEFA will assess credentials, subject matter expertise and accessibility to services through review of the RFP, clinician resumes, and opportunities to provide feedback on the services received ¶¶255, 258, 259, 261, 267
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	- 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).

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	· MPD will adopt a policy that aligns with paragraphs 260-264. IE Team will review and approve the policy in collaboration with the Parties.
				· MPD will develop and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the training(s) in collaboration with the Parties.
				· MPD will demonstrate evidence of these service offerings and any recorded use (without PII). MPD will demonstrate improvements to services based on officer feedback. ELEFA will assess credentials, subject matter expertise and accessibility to services through review of the RFP, clinician resumes, opportunities to provide feedback on the services received and the required annual reports of anonymized data reflecting timely access to services. ¶¶255, 258, 259, 261, 267
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	· MPD will adopt a policy that aligns with paragraphs 260-264. IE Team will review and approve the policy in collaboration with the Parties.
				· MPD will develop and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the training(s) in collaboration with the Parties.
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	· MPD will adopt a policy that aligns with paragraphs 260-264. IE Team will review and approve the policy in collaboration with the Parties.
				· MPD will develop and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the training(s) in collaboration with the Parties.
				· Additionally, the City will produce and the IE Team will evaluate 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	· MPD will adopt a policy that aligns with paragraphs 260-264. IE Team will review and approve the policy in collaboration with the Parties.
				· MPD will develop and conduct training(s) or information sessions with officers that align with paragraphs 260-264. IE Team will review and approve the training(s) in collaboration with the Parties.
				· 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.
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	· IE Team will evaluate 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 assessed 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	· MPD will adopt a policy that includes all component parts of this paragraph.
				· MPD will demonstrate evidence that each component part has been completed (wallet cards, posters, roll call training, recruit, annual in-service training, curricula for use of force training, supervisory training etc.). Training will go through the compliance process.
				· IE Team will evaluate whether all components have been sufficiently completed in accordance with the paragraph.
				· IE team will assess training compliance records to verify whether the requirements for this paragraph have been met.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	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. MPD will develop a policy supporting the requirements of this paragraph. IE Team will review and approve the policy in collaboration with the Parties.
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	- MPD and the City will procure an EIS vendor and system that meets paragraph requirements. - MPD will develop a policy supporting the requirements of this paragraph. IE Team will review and approve the policy in collaboration with the Parties. - 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. - 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	- The City and MPD will coordinate with approved vendor to demonstrate to IE Team and MDHR that EIS meets all criteria in paragraphs 269, 270, 273, 276. - IE Team will review system independently of vendor demonstration to verify that requirements are met. - 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	The City and MPD will coordinate with approved vendor to demonstrate to IE Team and MDHR that EIS meets all criteria in paragraphs 269, 270, 273, 276.
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	- 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	- IE Team will review 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	The City and MPD will coordinate with approved vendor to demonstrate to IE Team and MDHR 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	Eric Melancon	The City and MPD will demonstrate the EIS has a reliable connectivity to all systems outlined in the paragraphs.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
		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.		- 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 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	- Upon completion of phase 1 deployment, IE Team will audit the EIS system report and compare it 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 it 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	The City and MPD will coordinate with approved vendor to demonstrate to IE Team and MDHR that EIS meets all criteria in paragraphs 269, 270, 273, 276.
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	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	- MPD and the City will demonstrate that EIS can monitor and log when supervisors view subordinates data. - MPD and the City will demonstrate that EIS can 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	- MPD and the City will demonstrate that EIS can push notifications as described in the paragraph. - MPD and the City will demonstrate that EIS can 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.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				- 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 audit records from the automated electronic system to assess whether 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	- 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	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	Requirement incorporated into process outlined for paragraph 280.
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	- 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	- After 6 months of EIS operations in phase 1, IE Team will review 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 review the same after 12 months of operations and again at 24 months to assess 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	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	- 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 assess whether MPD and City IT are ready for 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 assess whether 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	MPD will demonstrate what measures it is currently using and will continue to provide interventions before EIS deployment.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				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	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	MECC will develop a policy supporting the requirements of this paragraph. The IE Team will evaluate and approve this policy.
				MECC will develop training supporting policies related to BCR. Training will assess whether scenario-based exercises related to BCR are included.
				IE Team will evaluate availability, timeliness and effectiveness of the BHCR Team's responses.
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	MPD will adopt a policy that limits hours worked in the manner outlined in this paragraph.
				MPD will develop a training that limits hours worked in the manner outlined in this paragraph.
				IE Team will periodically review data reports from MPD's payroll system to determine compliance with these policies and assess MPD command responses to instances of non-compliance with the policies.
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

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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 survey officers to assess their understanding of updated policies during training (post tests) and listening to Officer Feedback sessions. - 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.
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	- 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 review the on-line form and assess 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	- 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 of 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 review 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	- 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 they wish to file a complaint. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - 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.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				- 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.
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	- The City will update its policies and procedures to reflect all elements required in this section; IE Team will review and approve policy updates. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - IE Team will verify 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: - Whether all complaints are assigned unique tracking numbers and that all complaints were documented and formally filed within 3 business days of receipt. - Whether complainants received a written receipt confirming their filing within 7 days of the filing of a complaint. - 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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	- IE Team will verify that Force Investigation Team (FIT) investigations of allegations involving the alleged misuse of force do 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 non MPD 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	- IE Team will audit all external public complaints to determine whether these complaints are being investigated by the Office of Police Conduct Review - IE Team will evaluate 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

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	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.
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	IE Team will verify 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	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	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	IE Team will verify 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	IE Team audit IA and OPCR casefiles to assess whether complaints are courteously received; properly classified; and investigated timely, accurately, thoroughly, efficiently
				MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies.
				MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	IE Team will conduct a complaint review audit to assess whether complaints are in compliance with the paragraph's requirements
				MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies.
				MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	IE Team will review and approve policy updates relating to investigators taking reasonable steps to discover the relevant facts related to the complaint.
				MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
				IE Team will conduct an 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	IE Team will audit to determine whether all complaints against any MPD officer are accepted, documented and investigated, even if the officer is unidentifiable.
				MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies.
				MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
320	Part 10: Accountability and	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	Arlinda Westbrook	IE Team will confirm that MPD policy requires investigators to identify and investigate all appropriate non-duplicative violations.

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	Oversight	provided by Paragraph 317 above.		- MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	- 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 and SOP changes. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - 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	- IE Team will audit misconduct investigations to determine if they include: - Documentation of all reasonable steps to promptly identify, collect, and consider direct and circumstantial evidence necessary to determine the relevant facts; - Documentation of all reasonable steps to locate and interview all relevant witnesses and attempt to interview any complainant or witness in-person; - Information about any other open alleged police misconduct investigations involving the same officer in the same incident; - Recordings: BWC, interviews, video and audio; - Documentation of all reasonable steps were taken to identify the subject MPD officer and witness MPD officer(s); - Training recommendations or evidence of previous training; - Credibility Statement evidencing of material inconsistencies between the complainant, MPD officer(s), and witness statements; - Documentation of all reasonable steps so that all alleged conduct that potentially violates policies is fully and fairly investigated. - MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	- IE Team will conduct audits of samples of police misconduct complaints to determine if investigators: - encourage witnesses to provide a full account of what occurred; - ask open-ended questions as appropriate; - remain neutral throughout the investigation; - 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. - MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	- IE Team will conduct audits of 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; - MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - 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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - IE Team will conduct an audit 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	- IE Team will conduct an audit of investigative case files to determine whether investigators are promptly finalizing a summary report for all completed investigations. - MPD and OPCR will develop updated SOPs and policies that cover this requirement. IE Team will review and approve updated SOPs and policies. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
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	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.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
				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	- 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	- MPD will demonstrate to IE Team that policies and SOPs contain the appropriate standards of proof for police misconduct - MPD will demonstrate to IE Team that training curriculum contains the appropriate standards of proof for police misconduct
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	- 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 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	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	- 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 review and approve SOP. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - 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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - 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	- 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 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.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	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	- IE Team will verify the City adopts 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	OPCR will provide sufficient resources to support the Community Oversight Commission; IE Team will evaluate whether the Community Oversight Commission has sufficient resources to achieve its objectives.
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	- 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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - Annually, the IE Team will review all civil lawsuits 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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - IE Team will audit misconduct cases to assess compliance with this requirement.
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	- 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. - MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training. - IE Team will conduct an audit of cases files that allege misconduct related to discrimination for compliance with this policy.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	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 . that they may also be able to file a complaint with OPCR or IA.
				IE Team will conduct an audit of casefiles 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	The City and MPD will adopt policy outlining the restrictions of assigning personnel in investigations that have actual or perceived conflict of interest 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	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.
				MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
				IE Team will audit misconduct cases to assess compliance with this requirement.
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	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 Corrective Action 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 Corrective Action 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	IE Team will conduct an audit to evaluate fairness and consistency in the application of the Corrective Action 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 Corrective Action 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	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	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.
				MPD and OPCR will develop and deliver training to misconduct and intake investigators that cover this requirement. IE Team will review and approve training.
				IE Team will verify the appropriate discipline for such violations is reflected in the Corrective Action Matrix.
				IE Team will conduct an audit of complaint intake to confirm such cases have been properly classified.

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	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	- The City will adopt a policy that requires all City officials, departments, and employees to cooperate with lawful requests from personnel conducting misconduct investigations or be subject to discipline. IE Team will review and approve policy. - MPD and the City will develop and deliver training to all MPD and City personnel to cover this requirement. IE Team will review and approve training.
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	- 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. - MPD and the City will develop and deliver training to all MPD and City personnel to cover this requirement. IE Team will review and approve training.
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	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	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	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	Guiding Principle
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	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	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	IE Team will review City IT budget plan to determine whether resources are sufficient to fully fund all aspects of the Data Systems Plan.
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	- 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 assess the 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	- 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).

¶	Part	Description (Verbatim language from the settlement agreement)	IE Team Lead	Compliance Measures
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	MPD and City IT will provide IE Team with access to RMS to allow for independent validation of all capabilities listed in the paragraph.
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	- 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	- MPD must have the ability to demonstrate to IE Team and MDHR 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 review 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.
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	- 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 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	MPD must have the ability to demonstrate to IE Team and MDHR 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,	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	Eric Melancon	MPD will create a standalone policy for the MPD Review Panel that clearly outlines the objectives and its role and responsibility for the agency. This policy must clearly capture all stated requirements of the

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	and Transparency	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.		Agreement. The IE Team will evaluate and approve this policy. • MPD will develop and deliver training on the panel for its participants that clearly outlines the objectives and its role and responsibility for the agency. The IE Team will evaluate and approve this training.
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	• MPD will create a standalone policy for the MPD Review Panel that clearly outlines the objectives and its role and responsibility for the agency. This policy must clearly capture all stated requirements of the Agreement. The IE Team will evaluate and approve this policy. • MPD will develop and deliver training on the panel for its participants that clearly outlines the objectives and its role and responsibility for the agency. The IE Team will evaluate and approve this training.
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	• MPD will create a standalone policy for the MPD Review Panel that clearly outlines the objectives and its role and responsibility for the agency. This policy must clearly capture all stated requirements of the Agreement. The IE Team will evaluate and approve this policy. • MPD will develop and deliver training on the panel for its participants that clearly outlines the objectives and its role and responsibility for the agency. The IE Team will evaluate and approve this training.
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	• MPD will facilitate a virtual meeting option to allow IE Team and MDHR 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	• 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, evaluate 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, evaluate 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, evaluate 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	• 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.

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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	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	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	Guiding Principle
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	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 verify 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	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	MPD will demonstrate to IE Team that publicly available data meets all applicable 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.
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	Eric Melancon	MPD will demonstrate to IE Team that publicly available data meets all applicable requirements

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		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.		MPD will demonstrate how raw data is aggregated to be displayed on public site and IE Team will validate data is correctly aggregated.
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	- MPD will demonstrate to IE Team that publicly available data meets all applicable requirements - MPD will demonstrate to IE Team the method of how raw data is displayed on public site and IE Team will validate data is correctly and completely presented.