



MPLS FOR A BETTER POLICE CONTRACT

22 Recommendations For Mpls Police Federation Contract 2023

Topic	Contract Section	Summary
RECOMMENDATION 1 TRAINING DECISIONS AS MANAGEMENT RIGHTS	Article 5	Ensures training decisions remain a management right, including determining what constitutes appropriate or inappropriate training.
RECOMMENDATION 2 PROHIBITING PERSONAL TIME INDEMNIFICATION	Article 9, Section 9.01	Prohibits indemnification for actions occurring purely on personal time that results in individual's criminal or civil accountability.
RECOMMENDATION 3 - <i>NEW</i> RACE & GENDER EQUITY PLAN	Article 10	Demands a real commitment to change MPD's still evident past patterns of racism and gender bias as detailed in the MN Dept. Of Human Rights and US Dept of Justice reports.
RECOMMENDATION 4 DISCIPLINARY OVERSIGHT: CITY CHARTER COMPLIANCE	Article 12 Section 12.01	Changes contract language to comply with the City Charter to return the responsibility of discipline back to the Mayor rather than Police Chief.
RECOMMENDATION 5 - <i>NEW</i> ELIMINATE DISCLOSURE OF PERSON REQUESTING DATA	Article 12, Section 12.03	Eliminates disturbing new language requiring MPD to notify officers of the name of the person requesting their personnel data, which could well discourage public information requests.
RECOMMENDATION 6 ELIMINATE "48 HOUR-RULE" FOR CRITICAL INCIDENTS	Article 12, Section 12.04	Requires officers to be interviewed <i>within</i> 6 hours of critical incidents, rather than <i>after</i> 48 hours when there is time to conceive excuses for actions, and lose recollection.
RECOMMENDATION 7 DISCIPLINARY STANDARDS AND MATRIX	Article 12 NEW Section 12.06	Clarifies that discipline will be consistent through a discipline matrix with known mitigating and aggravating factors, and a set range of consequences that are uniformly administered.
RECOMMENDATION 8 HIRING PROCESS: CITY CHARTER COMPLIANCE	Article 13, Section 13.08, Subd 1;	Changes contract language to comply with the City Charter to return the responsibility of hiring back to the Mayor rather than Police Chief.
RECOMMENDATION 9 OFFICER HIRING -ALIGNMENT WITH MPD VALUES	Article 13, 13.08, Subd 1	Ensures when MPD hires outside experienced officers they are familiar with expectations in MPD policies, procedures, and values.

RECOMMENDATION 10 CLEARER CONDUCT EXPECTATIONS	Article 13, Section 13.09,	This provision provides for MPD officers to annually affirm they understand the Standard of Conduct expected, and what conduct will result in disciplinary action.
RECOMMENDATION 11 SUPERVISORY STAFFING LEVELS	Article 16, Section 16.02	Ensures supervisory staffing levels are a management right consistent with other city labor contracts, and eliminates an almost 25% threshold for sergeant staffing requirements.
RECOMMENDATION 12 - <i>NEW</i> CEASING POLICE RESPONSE TO NON-EMERGENCY CALLS	Article 16 NEW Section 16.08	Provides for certain 911 calls to be handled by professionals other than the police that are deemed non-emergency, inspired by the LA Police Protective League (police union).
RECOMMENDATION 13 MORE FLEXIBLE STAFFING	Article 17, Section 17.02	Reduces from 70% to a more reasonable 30% the total number of “Bid Assignments” – officer choice assignments- to allow management more flexibility in meeting community needs.
RECOMMENDATION 14 - <i>NEW</i> OFFICER FATIGUE/ LIMITING CONSECUTIVE DAYS	Article 18, Section 18.02, Subd. A(5)	Puts a 5-day per week cap on total days that can be worked, including shifts, overtime, and approved off-duty work, as numerous studies show officer exhaustion impairs judgment.
RECOMMENDATION 15 - <i>NEW</i> DECLARING EMERGENCIES: CITY CHARTER COMPLIANCE	Article 19, Section 19.03,	Changes contract language to comply with the City Charter to return the responsibility of declaring emergencies back to the Mayor rather than Police Chief.
RECOMMENDATION 16 OFFICER FATIGUE/ LIMITING CONSECUTIVE HOURS	Article 20, Section 20.01	Puts a 50-hour per week cap on total hours that can be worked, including shifts, overtime, and approved off-duty work, to prevent officer exhaustion that impairs judgment.
RECOMMENDATION 17 - <i>NEW</i> ELIGIBILITY TO BE FIELD TRAINING OFFICERS	Article 20, Section 20.03, Subd 6	Creates an explicit definition Of Good Standing to define what is required to be eligible to serve as a Field Training Officer.
RECOMMENDATION 18 - <i>NEW</i> OFF-DUTY WORK AND BUY BACK	Article 26, Section 26.03, Subd. 1 and 3	Gives discretion to the psychologists to determine if off-duty and Buy Back work is appropriate in addition to regular shifts when officers return from critical or traumatic incidents.
RECOMMENDATION 19 MISCONDUCT DECISIONS: CITY CHARTER COMPLIANCE	Article 26, Section 26.06, Subd 1	Changes contract language to comply with the City Charter to return the responsibility of terminating MPD officers emergencies back to the Mayor rather than Police Chief.
RECOMMENDATION 20 TESTING FOR ANABOLIC STEROIDS	Article 30, Section 30.01, and 30.04A	Adds anabolic steroid abuse as harmful to the health of officers, and the use of these drugs can cause psychological changes that endanger the community.
RECOMMENDATION 21 MANDATORY ANNUAL MENTAL HEALTH SCREENINGS	Article 31, Section 31.02	Mandates annual mental health screenings, in addition to whenever an officer is hired from another law enforcement agency, to address officer stress without stigmatization.
RECOMMENDATION 22 - <i>NEW</i> LEGAL ORDERS & CONSENT DECREE OBLIGATIONS	Article 32, Section 32.02	The contract cannot conflict with any state or federal legal orders or consent decrees, including but not limited to the MN Department of Human Rights, and U.S. Department of Justice.