

# 1998 Annual Report

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## To the People of Minneapolis

Dear Citizens:

It is my honor to present to you the Minneapolis Police Department's 1998 Annual Report. Let me express my pride and admiration for the men and women of the Minneapolis Police Department for the commitment and dedication they've demonstrated this past year.

This was a historic year for public safety in the City of Minneapolis. In 1998, we experienced the largest one-year reduction in crime in over two decades.

We achieved this dramatic improvement in public safety by making strategic investments, forging strong partnerships and adopting a new strategy for policing that we call **CODEFOR—COMPUTER OPTIMIZED DEPLOYMENT FOCUSED ON RESULTS.**

Citizens across Minneapolis are praising the remarkable improvement in public safety in their neighborhoods which look and feel safer. Our success at reducing crime has gained national attention, as cities from across the country have sent staff people here to learn firsthand how they too can affect such change.

Even as we celebrate our success, we must look to the future and to continually ask how we can keep improving public safety. To do so, we must have strong, trusting partnerships with residents city-wide, in every neighborhood. Minneapolis has an extraordinary level of citizen participation in public safety through 4,200 block clubs. We're proud of this partnership and are committed to strengthening and expanding it to every block in the city.

I will always remember 1998 as the year that the Minneapolis Police Department took its biggest bite out of crime, forging a new path on our quest for improved public safety. I look forward to the coming year for a continuation of our success.

Sincerely,



Sharon Sayles Belton  
Mayor



Honorable Sharon Sayles-Belton  
 Room 331, City Hall  
 Minneapolis, Minnesota 55415

Dear Mayor Sayles-Belton:

1998 was not just a great year for the state of Minnesota, but a great year for the citizens of Minneapolis and the Minneapolis Police Department; particularly in the area of public safety. As 1997 was the year for the Police Department to get itself in gear for the development of our CODEFOR management strategy, 1998 saw its full implementation.

During 1998, by working with our partners in the criminal justice system, private sector and other City departments, Minneapolis experienced the largest serious crime reduction in 20 years. Over 6,700 of our residents did not report a serious crime to the police in 1998 that did in 1997—a 16% reduction. Even though national trends, demographics, and a good economy may have played some role in realizing that reduction, it is clear to me that the CODEFOR management strategy played a significant part. CODEFOR has changed the paradigm that police are only around to respond to crimes that have already been committed, trying to identify the perpetrator. The new model says that the police, by being proactive and working with the community, can in fact, impact reducing crimes actually being committed on our streets. CODEFOR has shown that to be true, by swiftly identifying where and when serious crimes are being committed so we can focus proactive resources not just to deal with those crimes, but pay attention to all crimes (minor offenses in particular) such as prostitution, narcotics, and neighborhood disorder. By doing this, serious crimes diminish or are less likely to occur. At the same time proactive enforcement is being taken, we also mobilize the community through our CCP/SAFE connections, to make citizens aware of what has been happening in their neighborhood and how they, as individuals, can not only assist the police, but be educated on how less likely to be victimized.

These successes during 1998 are the catalyst for the planning that was done to make CODEFOR an even more efficient and effective management tool in 1999—through reorganization and redistribution of our resources so that we can get the best results for our tax dollars.

You should know that we truly appreciate the staunch support that you and the City Council have given to the Police Department as we all move forward to help make Minneapolis the safe, livable community that it is today.

Sincerely,



Robert K. Olson  
 Chief of Police



## 131 Years of Professional Policing

When Minneapolis was incorporated as a city in 1867, the population of 5,000 was a mix of lumbermen, millers and immigrants. Mayor Darilus Morrison appointed H.H. Brackett as the first police chief. Since then, there have been 49 different men that have served as Minneapolis police chief.

The police department's duties and responsibilities varied greatly as the city gained in population throughout the late 1800s. By 1889, Minneapolis had grown to be a thriving city of 200,000 with 200 police officers to patrol the 53-square mile city on a budget of \$10,972. The city was patrolled primarily by foot beats, with outlying areas of the city covered by horseback. The captain or sergeant was required to stay at the City Hall desk to monitor the newly-installed telephone.

With the dawn of the 20th century came new and innovative ways to serve the 300,000 citizens of this industrial city. The first motorcycles began patrolling in 1909, every criminal was now fingerprinted and telephone lines were greatly extended throughout the police department.

The Great Depression-era of the 1930's saw the police department heavily involved in quelling labor disputes and battling gangsters and the effects of Prohibition. The infamous Barker-Karpis gang killed two of MPD's finest in a sensational gun-battle outside the Third Northwestern National Bank in northeast Minneapolis. The years during World War II saw 117 MPD officers fight for their country to overthrow the grip of the Axis Powers. The 1950's brought population growth, stability and prosperity. The city's population increased to over 500,000 in 1950 with nearly 600 sworn officers. The "Drunkometer," forerunner of today's Intoxilyzer, was first used in 1952.

The 1960's brought change, turmoil and reform. Major riots along Plymouth Avenue resulted in the creation of the Community Relations Division and the Model Cities Precinct in 1970. The 1970's saw increased reliance on federal grants and the first use of mobile digital technology (MDT's) in squad cars.

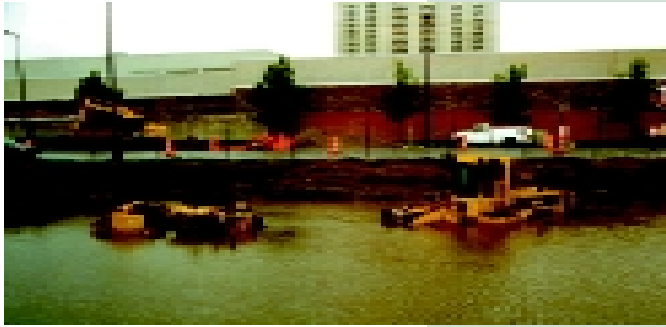
The 1980's and 1990's saw community-oriented policing evolve from an effort to get closer to the community to today's fully-staffed Community Services Bureau. Several national studies were done in Minneapolis, with its officers playing crucial roles.

Today, the MPD numbers 923 authorized sworn officers who are fully dedicated to ushering in the 21<sup>st</sup> century with their commitment to community-oriented policing and to the people they serve.

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## 1998 Department Highlights



*We weren't budgeted for a swimming pool, so we had to pump it out!*

### New Fifth Precinct Hailed as a

#### "Window on the Community"

"We felt like mushrooms at the old Fifth Precinct police station," said Lt. Steve Kincaid. Lt. Kincaid was the point person for planning the new Fifth Precinct station. "There's a lot more visibility than you would normally see in a police station. We really like it—it's a definite improvement." Police officers, neighbors, City officials and Public Works employees attended the June 30<sup>th</sup> official grand opening.

Lt. Kincaid was involved in the early planning stages of the new facility. He led a group in 1992 to assess whether or not the old precinct station could be updated and expanded. After determining that it would be more cost effective to start from scratch at a new site, plans were underway. Construction began in May 1997 and it took approximately one year to complete.



*The new 5th Precinct upon completion.*

Inside the new precinct, there are open areas and plenty of windows to give officers an "eyes on the street" view. The concept of the station as a "window on the community" was an essential part of the design plan. The Lyndale Neighborhood Association provided design input and funds for landscaping and lighting. "It was really important to the neighborhood that they see us and we see them. The windows give a greater comfort

level to the residents," said Kincaid. This new building creates a real presence in the community.

In keeping with MPD's commitment to community-oriented policing, the new precinct has room for Community Crime Prevention Specialists and SAFE teams as well as precinct officers. All total, 147 sworn and civilian personnel work out of the new precinct.

The new precinct was physically designed to fit in with the surrounding area. It is fully accessible and features an updated phone system and a community room for police training and neighborhood meetings.



*CPS Jim Long and Sgt. Robin Cole on the set of MPD Live!*

### MPD Live!

A new television show produced by the Minneapolis Police Department that features guests and a live call-in segment, drew rave reviews from viewers and callers alike after its debut on the City's Cable Channel 34. Jim Long, a Crime Prevention Supervisor with the CCP/SAFE Unit, said of the show's debut on March 24<sup>th</sup>, 1998, "People called in with good questions. They ranged from things like graffiti to basic information on burglaries."

Police Chief Robert Olson was the guest on the first show. He described MPD's new

## MPD K-9 Wins Awards

Despite the decentralization of the K-9 Unit to the precincts in 1998, the MPD K-9 officers pulled together as a team and competed successfully in two different United States Police Canine Association (USPCA) Regional Certifications. Regionals are a two-day event each summer consisting of evaluations in six areas: obedience, agility, article search, suspect search, criminal apprehension (straight attack, recall and false start) and criminal apprehension (with gunfire and handler protection). Several judges and stewards are assigned to each event and K-9 teams (handler and dog) must successfully follow a list of rules to achieve a passing score and a Police Dog 1 (PD1) rating.

In July, six MPD K-9 teams went to Mount Pleasant, Iowa to compete. Not only did all officers earn their PD1, but Officer Andrew Stender and his partner Sam won 3rd Place Overall. Officer Robert Elmers and his partner won 4<sup>th</sup> Place Overall, and Officer Luke Koerner and his partner Buck earned a 3rd Place award in criminal apprehension.

In August, three MPD K-9 teams competed in Region 12, hosted by the Brooklyn Park Police Department. A total of 56 teams from Minnesota, Wisconsin and North Dakota were involved with this trial. Officer Rebecca Hodgkin and her partner Dodger won 1<sup>st</sup> Place Overall. Officer William Lundquist received special recognition as our senior K-9 officer, with 28 years as a K-9 officer. Officer Greg Zipoy, head trainer, has done an excellent job of providing training and encouragement for all of the K-9 handlers.



*K-9 Sam holds on to Officer Bob Elmers.*



*Region 12 1<sup>st</sup> place winners, Officer Becky Hodgkin and K-9 Dodger*



*K-9 Zeus on the high jump.*

CODEFOR initiative to reduce crime and answered questions from residents who called in. "It was a lot of fun, actually," he said.

Auto theft and the MPD's new "bait car" initiative to capture auto theft suspects were the topics of another show.

MPD Live is taped for re-broadcast several times during the week and features the following segments:

- Crime statistics: Current crime patterns are identified and tips for crime prevention are given.
- Success stories that tell residents about the good things that occur in Minneapolis.
- Police officers who made important arrests, block clubs that worked on problem properties or other issues.
- Interview guests including narcotics officers, former criminals, graffiti experts, active block leaders, personal safety experts and property crimes investigators.
- Call-ins: Viewers at home are encouraged to call in and talk to the co-hosts and their guests.

## Profile of Police Operations

### Departmental Organization

The Office of the Chief coordinates the collective effort of the department. One of the principal tasks of this office is to create an organizational environment which is most conducive to superior performance by individual department members in their responsibilities. Another principal task of the Chief is to maintain the professional integrity of employees. For this purpose, the Internal Affairs Unit reports directly to the Chief. The main responsibility of the Internal Affairs Unit is to investigate complaints against officers relating to personal misconduct or to imprudent performance of duty, whether internally derived or upon request from citizens.

The Field Services Bureau performs comprehensive police service such as control of crime, resolution of citizen conflict, regulation of traffic and the provision of emergency services. The Field Services Bureau constitutes over half of the department's employee resources and total budget. The uniformed patrol officer is seen as the most important element in the police service delivery system.

The Criminal Investigations Bureau is primarily responsible for investigating cases not cleared by the Field Services Bureau, for gathering information about possible organized criminal activity in Minneapolis and for obtaining additional evidence about the crimes of persons in order to assist in prosecution.

The Internal Services Bureau provides varied technical and logistical support to operations. This bureau provides necessary information systems, records and evidence maintenance, research and development, and other administrative services such as staff training and payroll.

The Community Services Bureau works on a neighborhood level to enhance cooperation between the Police Department and the community to reduce the opportunity for and fear of crime. Community Services, like the rest of the department, is dedicated to community-oriented policing issues.

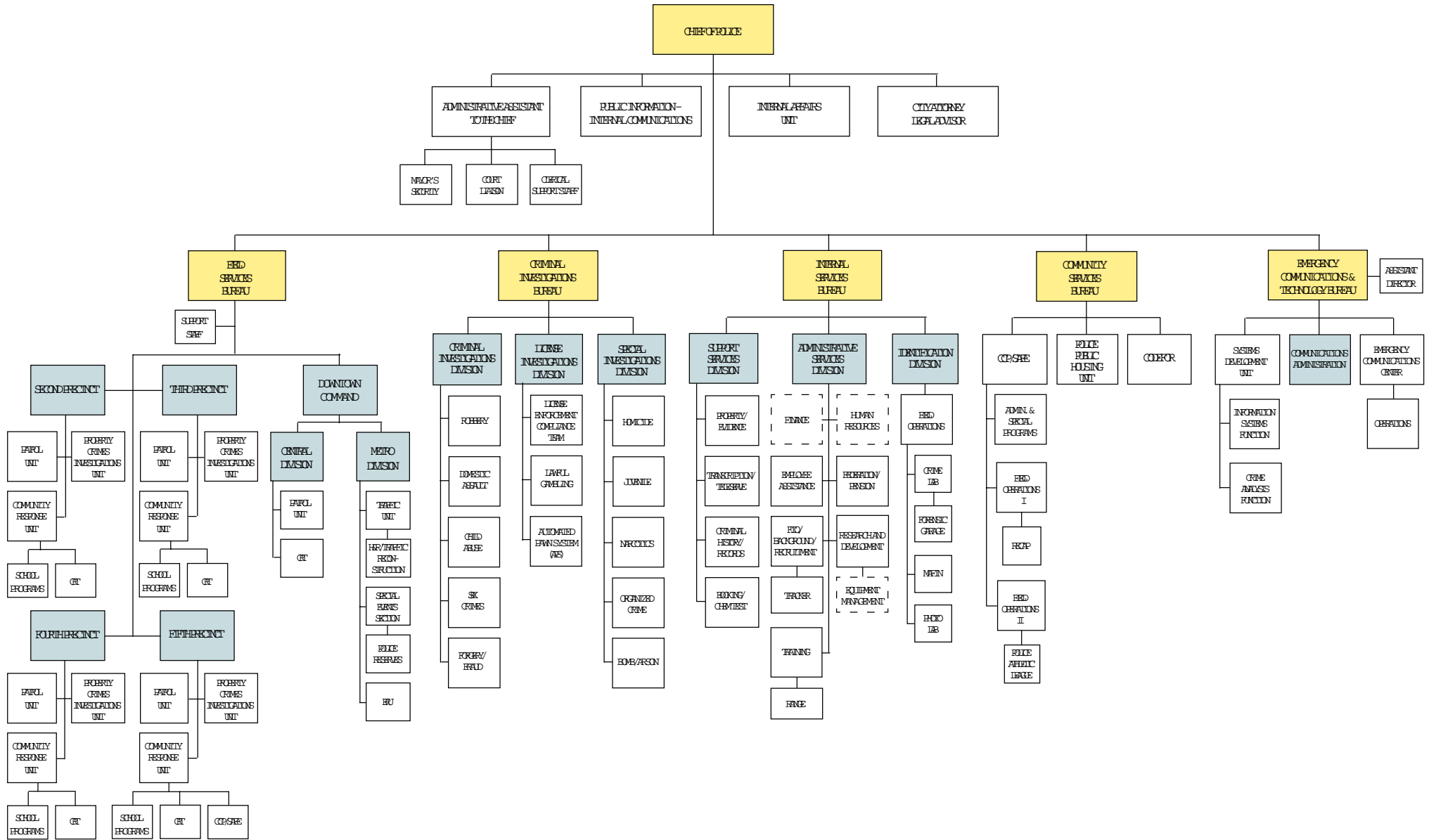
The Emergency Communications & Technology Bureau provides emergency communication services for police, fire, and emergency medical services. The Systems Development Unit provides the day-to-day computer technology and support for the entire department.



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1997 Minneapolis Police Department Organizational Chart



## Maintaining Police Professional Integrity

Changes that began in 1996 continued to have an effect on the workload and staff of the Internal Affairs Unit during 1998. The many changes that resulted in the need for refresher training for all of the department's staff in 1997 has paid off in 1998.

The preparation/planning stage of CODEFOR was completed in 1997. During 1998, all departments were fully involved in CODEFOR. The increase in police contacts generated by the CODEFOR strategy did not result in an increase in Internal Affairs complaints. The Internal Affairs Unit investigated 94 cases in 1998. This figure represents 143 allegations. In 1997, the Internal Affairs Unit investigated 98 cases, which represented a total of 155 allegations. Of the 94 cases investigated in 1998, 52 of the allegations were sustained.

In 1998, the Internal Affairs Unit put all five of its permanent investigators and the Unit Commander through the Complaint Investigation Institute hosted by Mankato State University and the William Mitchell College of Law.

After two years of working with the department's new Discipline Process developed in 1996, the Internal Affairs Unit began to revise the process to meet the ongoing demands of the department. The Internal Affairs Unit began training newly promoted supervisors in the proper use of the Discipline Process in 1998 as well.

An internal audit of all commands was conducted in 1998 to determine if concerns discovered in the 1996 and 1997 Discipline Process had been addressed and corrected. The audit was a success and all concerns were addressed, bringing continuity to the manner in which each commander handles in-house discipline.

The Internal Affairs Unit and the Minneapolis Civilian Police Review Authority continue to work very closely together, providing citizens with avenues of resolution to ensure that complaints of misconduct and inappropriate behavior are thoroughly and unbiasedly investigated.

## The Internal Affairs Unit

The Internal Affairs Unit of the Minneapolis Police Department is responsible for investigating complaints of police misconduct and violations of department rules and regulations. The unit commander reports directly to the Chief of Police.

Not all complaints are investigated by the Internal Affairs Unit. The complainant initially has the option of going to either the Minneapolis Civilian Police Review Authority (CRA) or the Internal Affairs Unit with their complaint.

In some instances, all that is needed is to properly advise the citizen as to the circumstances of the incident they have been involved with. Sometimes, a citizen does not fully understand what has occurred. In some cases, citizens are not fully aware of what powers and responsibilities a police officer has. Once this is explained, many complaints are resolved.

When a complaint is received by Internal Affairs, a full investigation is conducted. Complaints can take one of two different directions. If the complaint is minor in nature, the case is referred to the officer's Commander for investigation and finding. The Chief of Police, who has the final decision regarding any discipline, then reviews this finding.

If the allegation is more serious in nature, Internal Affairs will investigate. The completed case is then sent to a panel for

review. The panel is comprised of ranking police administrators, supervisors or civilian managers, depending on the level of violation under review. The case is then forwarded to the Chief with a recommendation of finding for a final decision.

The investigation can result in six different findings:

- Sustained** The complaint is supported by sufficient evidence to indicate the complaint is true.
- Not Sustained** There is insufficient evidence to either prove or disprove the complaint.
- Exonerated** The incident did occur, but was lawful and proper.
- Unfounded** The complaint is false.
- Exceptionally Clear** The complaint was investigated, but due to unforeseen circumstances, a finding cannot be determined due to lack of cooperation from the complainant, death, employee resigns, etc.
- Policy Failure** The complaint is true, but the officer's actions were not inconsistent with department policy.

A finding of sustained may result in a formal hearing for the accused officer, and in most cases, the complainant is required to testify.

If a complainant is dissatisfied with the Chief's ruling, they may appeal to the Chief, who may arrange a meeting to discuss the case.

The discipline for a sustained complaint can range from a reprimand to suspension or dismissal.

In 1998, the Internal Affairs Unit investigated 94 cases. In these cases, there were 143 allegations against officers that were investigated.

Tables 1 and 2 summarize cases investigated by the Internal Affairs Unit, and reflect information designed to show how the department seeks to maintain the professional integrity of its members.

**TABLE 1**

**Disposition of Allegations Against the Police Investigated by the Internal Affairs Unit\* 1998**

	<i>Sustained</i>	<i>Not Sustained</i>	<i>Unfounded</i>	<i>Exonerated</i>	<i>Exceptionally Clear</i>	<i>Total</i>
Force	1	4	2	4	0	11
Procedure	15	6	0	0	1	22
Ethics	2	2	3	0	0	7
Conduct	22	14	12	14	3	65
Discretion	2	8	0	2	2	14
Attitude/Language	6	5	5	0	0	16
Harassment	4	2	1	0	1	8
<b>Total**</b>	<b>52</b>	<b>41</b>	<b>23</b>	<b>20</b>	<b>7</b>	<b>143</b>

\* The Internal Affairs Unit investigated 94 cases, with a total of 143 allegations.

\*\*There are an additional 42 allegations pending disposition.

**TABLE 2**

**Summary of Disciplinary Action Taken In Response to Sustained Allegations Investigated by the Internal Affairs Unit 1998**

Terminated	4
Suspended	10
Demotion	1
Written Reprimand	5
Oral Reprimand	4
Training/Counseling	3
<b>Total*</b>	<b>27</b>

\* Total number of cases involving sustained allegations. Some cases had multiple sustained allegations.

## The Field Services Bureau



**William Jones**  
*Deputy Chief*

The Field Services Bureau, formerly known as the Patrol Bureau, is headed by Deputy Chief William Jones and consists of 664 sworn and 17 civilian authorized employees. The bureau is organized into four precincts and the Downtown Command which includes a Patrol and Metro Division.

In 1998, the Field Services Bureau completed the decentralization of the Canine Unit, which partners an officer and a highly-trained dog into the five commands, to assist with searches and drug and detection. Field Services began the merger of Community Crime Prevention/SAFE (CCP/SAFE) into the precincts. The 5th Precinct piloted the merging strategy throughout 1998, with the Downtown Command acquiring their CCP/SAFE staff in the fall. Next year, all precincts will be assuming responsibility for CCP/SAFE teams. The positioning of CCP/SAFE into the precincts will bring about a better-coordinated effort with patrol officers and will work to build a closer interaction with the community.

Field Service Bureau precincts and the Downtown Command Patrol Division provide comprehensive police services such as response to citizen calls for assistance, control of crime, resolution of citizen conflict and the provision of emergency services. Patrol officers also apprehend offenders, conduct initial investigations, gather evidence and serve to prevent and deter crime. Precincts utilize a variety of options to enhance the effectiveness of squad patrol and 9-1-1 response including walking, bicycle and motorized beats, problem-solving efforts, coordinating neighborhood crime reduction efforts and staffing community police substations. In 1998, the Field Services Bureau responded to 397,779 calls for 9-1-1 service—an increase of almost 11% over last year.

Each precinct and the Downtown Command have Community Response Teams (CRT). The CRT's are designed to be flexible in responding to a precinct's immediate needs. Their duties include neighborhood and city-wide events, drug and prostitution suppression, undercover surveillance, special details and uniform patrol.

All of the precincts have an Investigation Unit responsible for the investigation of property crimes occurring within the precinct. They also investigate missing person cases, review forced entries, mysterious disappearances and unsecured business reports. In 1998, they received 45,315 cases, a decrease of 3.1% compared to 1997.

The Downtown Command's Metro Division units provide certain specialized city-wide policing services. The Metro Division includes: the Traffic Unit—responsible for reducing the frequency and severity of accidents through increased traffic law enforcement; the Emergency Response Unit—executes high risk warrants, responds to protests and civil disturbances and performs crowd control functions; and the Special Events Section—coordinates dignitary protection, parades, conventions and other community events, and serves as a liaison to the Minneapolis Police Reserve. The Police Reserve, all citizen volunteers, donated 10,300 hours to assist the Minneapolis Police Department in 1998. The Metro Division also oversees the Department's Emergency Preparedness function.

All of the precincts and the Downtown Command have a Precinct Advisory Council (PAC), comprised of community residents, business owners and precinct officers, who meet monthly to discuss the problems and concerns of the communities. Together, they attempt to seek resolutions to community issues through cooperative efforts. At the meetings, precinct staff members share information about current crime trends and city programs with PAC members.

CODEFOR initiatives began in February of 1998. The main premise of CODEFOR is to have an ongoing focus on livability crime trends and take immediate law enforcement action. The advances in this technology greatly assisted each precinct commander in reviewing crime trends, defining problem areas and developing dynamic police responses tailored to the immediate needs of the community. Through CODEFOR analysis, many avenues were initiated to enhance patrol officer efforts that include comprehensive protocols for initial crime scene investigation and directed patrol areas.

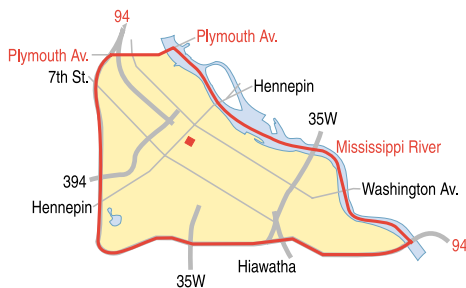
The Field Services Bureau continues to expand its commitment to the philosophy of community-oriented policing by working together with the Mayor, City Council, other City departments, community and business leaders and citizens on issues that focus on improving neighborhood livability and addressing public safety issues.

Every year, during Law Enforcement Week, each precinct hosts an open house, where citizens tour the precinct, meet the officers and have an opportunity to learn about policing efforts in their community. Precincts also participate in the Citizen's Academy, Youth Academy, Fun and Safety Fairs, City initiatives, neighborhood events and National Night Out.

Officers attend community meetings, work on truancy/curfew and other juvenile issues. They also partner with the Minnesota State Patrol, Hennepin County Sheriff's Office, Hennepin County Probation, Minnesota HEALS and other law enforcement agencies to bolster police presence, enhance training, exchange ideas and information to better serve the needs of the city of Minneapolis.

## Minneapolis Police Precincts

## Downtown Command



**Downtown Command**  
**Inspector Sharon Lubinski**  
 29 South Fifth Street  
 Minneapolis, Minnesota 55401  
 (612) 673-2655



In 1998, the level of service and responsibility provided by the Downtown Command was greatly increased in order to ensure a continued sense of safety and security to the many citizens, business people and visitors to the downtown Minneapolis area.

In 1998, the Downtown Command took over 24-hour patrol coverage of the downtown area. Prior to this time, the Downtown Command was responsible for 20 hours of patrol coverage; the 4 hours between 0200 and 0600 were previously handled by the 4th Precinct. In addition to the increased patrol responsibilities, the Downtown Command also increased in size, adding the Cedar-Riverside neighborhood to its patrol response area. This area was previously part of the 3rd Precinct, but it was felt that the area's many businesses and overall entertainment atmosphere was a much better fit with the Downtown Command than the 3rd Precinct.

As with the other precincts, the Downtown Command began a new policing initiative in 1998 that has greatly affected both the way we police downtown, and the overall sense of safety and security in the downtown area. CODEFOR, as it is called, gives us up-to-the-minute crime information which allows us to immediately focus our resources on areas with emerging crime patterns. It has been especially effective downtown due to our strong focus on livability offenses through the use of beat cops. Overall in 1998, Part I crime was down 11% in the Downtown Command, even with the addition of the Cedar-Riverside neighborhood. In contrast, arrests in the Downtown Command were up almost 30% from 1997. It is clear that by focusing our enforcement efforts on the smaller crimes, we can have a significant impact on reducing more serious offenses.

The Downtown Command continues to be very progressive in its policing methods and 1998 was no exception. We continued to focus on foot, bicycle and mounted

patrols as a primary method of policing in the downtown area. In addition, our Community Response Team (CRT) has been very involved with both uniform and plain clothes enforcement throughout the downtown area. The CRT also began to focus on our chronic repeat offenders, and established a close relationship with Hennepin County Probation Officers in order to see that these offenders are held accountable for their criminal behavior.

In 1998, the Downtown Command also began to establish a much closer relationship with businesses and security personnel throughout the area. We initiated a downtown security channel, using digital cell phones which allow our beat officers direct and immediate two-way communication with most security personnel in the downtown area. This sharing of information and intelligence has proven to be very effective.

As always, Downtown Command officers handled many special events in 1998, including the largest outdoor concert ever to take place anywhere in the Midwest. The 1998 Aquatennial Block Party was attended by over 100,000 people; and even with this large crowd, there were very few problems. With 1998 being an election year, the downtown area had its share of political events including visits from the President, Vice-President, First Lady and many other dignitaries. Downtown Command officers were instrumental in seeing that all of these visits went off without a hitch.

The Downtown Command consists of both the Central Patrol Division and the Metro Division. The Metro Division consists of the following functions: the Emergency Response Unit (ERU), Reserve/Special Events and Traffic. These functions not only serve the downtown area, but the entire city. The 50-member Emergency Response Unit is a volunteer SWAT team that responds city-wide to emergency situations.

In 1999, the Downtown Command looks forward to more responsibility and expansion in order to provide the downtown area with increased police services.

MPD Precinct Advisory Committee  
 Members:

Inspector Sharon Lubinski  
 Officer Luther Krueger  
 Officer Michael Frye

## The Minneapolis Police Reserve



The Minneapolis Police Reserve is currently assigned to the Metro Division of the Downtown Command. The Reserve operates under the supervision of the department's Program Coordinator, Police Sergeant Arthur Hart, and the civilian Chief of the Minneapolis Police Reserve, Ron Hoffman. The Reserve is comprised entirely of citizen volunteers from throughout the metro area who do not receive any compensation for their donated services.

The mission of the Minneapolis Police Reserve is to assist the Minneapolis Police Department when needed, with traffic direction and crowd control. Reservists are on call and respond to emergency situations 24 hours a day, thus relieving sworn officers to resume their normal duties.

During 1998, the Minneapolis Police Reserve was involved in 118 special events including the following:

- 14 U of M sporting events, both on campus and at the Metrodome
- 15 City-wide parades, races and other civic celebrations
- 15 Church and school community events
- 4 Neighborhood parades
- 16 Various city-wide and precinct events

During the year, the Reserve held 30 training sessions in various subjects to expand the knowledge and capabilities of its officers in order to assist sworn officers of the Minneapolis Police Department. The Reserve continues to be a source of sworn officers for police departments throughout the state and also to some other states.

All Reserve officers are certified in First Aid and CPR. This provides an additional asset to crowd control at various community events. It is particularly helpful at larger events where sworn officers are spread out and may not be immediately available for emergency situations.

In spite of the shortage of volunteers that other organizations are experiencing, the Minneapolis Police Reserve donated over 10,300 hours to the taxpayers of the City of Minneapolis during 1998. The average time donated per reservist continues to rise as our volunteer strength remains level.

The Minneapolis Police Department would like to thank the following Minneapolis Police Reserves for their dedication and service:

Michael Adams	Harold Evenson	Ray Knutson**	John Rinken
Matthew Alberts	Brian Fergen	William Kong	Ed Sakry*****
Ali Al-Nasser	Linda Fossum*	Steven Kosmosky	Justin Smith
Raymond Andrews	Theresa Good	James Kuebelbeck	Fredrick Storms
David Baker	Dan Grooters***	Cindy Laube	Gerald Szymanski***
Gerardo Barrientos	Kristine Haines	Debbie Lofgren*	Diane Thompson
George Bennett	Kai Hauglid	Michelle Logacz***	Cindy Tohm*
Diana Benson**	John Henrichsen	Kevin Mai	Brian Wood
Steven Bloom	Amy Heroux	Jennifer Molan	Bill Zimmerman*
Deborah Carver	Ron Hoffman*****	Mason Owen	
Monica Casey	Clay Johnson	Erik Pakieser	
Steve Cody	Steven Johnson	Ron Pery*****	
Carrie Dufresne*	Nathan Kinkead	Rae Pochardt	
Daryl Doering	Leroy Klein****	John Poucher****	

\* 5 or more years of service

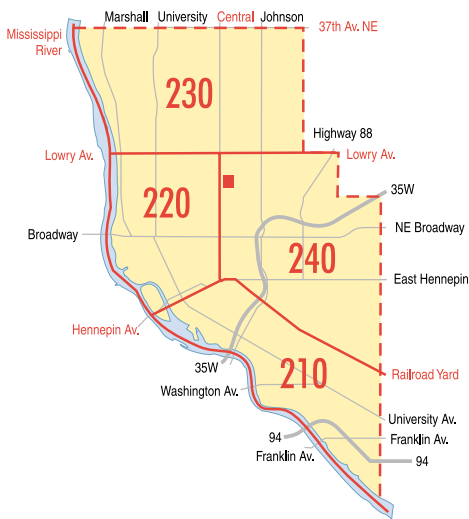
\*\* 10 or more years

\*\*\* 15 or more years

\*\*\*\* 20 or more years

\*\*\*\*\* 25 or more years

## Second Precinct



### Second Precinct

#### Inspector Randall Johnson

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Minneapolis, Minnesota 55418  
(612) 673-5702



The Second Precinct of the Minneapolis Police Department is located in what is commonly known as the east side of Minneapolis. The borders include the Mississippi River to the West and South, the suburbs of Fridley and Columbia Heights to the North and St. Anthony, Roseville and St. Paul to the East. The total area of the Second Precinct is approximately 7,900 acres, and contains about 16.3% of the city's population of which 10.5% are minority citizens. The Second Precinct is made up of 19 neighborhoods. The University of Minnesota is in the precinct and it provides its own police services on the University grounds. There are 97 members of the Minneapolis Police Department assigned to the Second Precinct. During 1998, 12.3% of the major offenses reported to the police were in the Second Precinct.

Crime reduction was the primary goal of the officers of the Second Precinct during 1998. The CODEFOR initiative began and was the driving force in the precinct's efforts in crime reduction. The final crime statistics for 1998 indicate that CODEFOR was a success. The Second Precinct experienced a total reduction in Part I crimes of 11%. The anti-crime strategies implemented by the officers were critical in this crime reduction effort. Some of these strategies included: the "Bait Bike" detail that was used to combat street corner loitering, drug dealing and bike thefts. This detail resulted in 12 felony cases presented to the County Attorney's Office for prosecution. Another strategy was "bar walk-throughs," where evening and night shift officers were directed to walk through drinking establishments, creating a visible police presence. This resulted in less crime in and near these establishments. As part of the Chief's "Summer Beat" program, experienced criminal investigators spent time in the precinct assisting the precinct officers in many ways. As an example, Sex Crimes investigators checked addresses for registered sex offender compliance, Domestic Assault investigators checked repeat addresses and the License Unit conducted under-age stings. In 1998, the policy of aggressively working on truancy issues continued to be a priority at the Second Precinct. The heavy emphasis on truancy enforcement resulted in 438 contacts in 1998 compared to 205 in 1997—more than double.

1998 was a year of new beginnings. Chief Robert Olson appointed Inspector Randall Johnson as the new commander of the Second Precinct in February. Inspector Johnson replaced Inspector Gary Haynes,

who passed away after a long battle with cancer. Inspector Haynes served the City of Minneapolis for over 35 years, and he was remembered for both his dedication as a police officer and as a great commander.

Inspector Johnson appointed new supervisors to the Community Response Team (CRT), who embraced a new philosophy of working closer with the other precincts. The CRT participated in the Phillips neighborhood saturation details, downtown events, the Gopher Motel closing, the Highway 55 project and with DEA and other narcotics task forces. This new philosophy resulted in an increase in both arrests and seizures. The CRT was responsible for over 350 arrests, 90+ search warrants and over 100 traffic citations. Seizures included over 1,000 grams of both cocaine and methamphetamine, over 60 kilograms of marijuana, over \$48,000.00 in cash and 30 cars. A new supervisor and two new investigators were also appointed to the Property Crimes Unit. The Property Crimes Unit investigated over 5,000 cases of burglary, theft and auto theft in the Second Precinct.

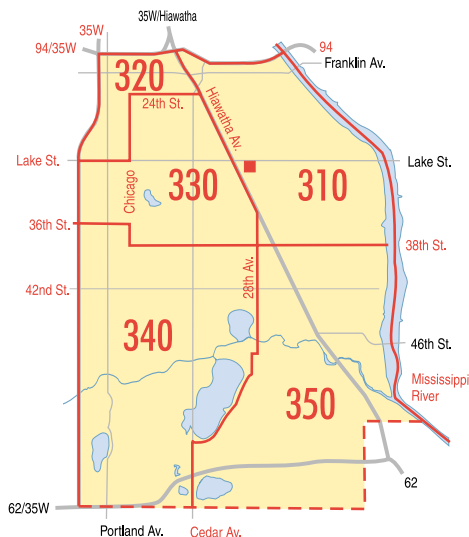
Community policing remains a primary goal of the Second Precinct. As part of this initiative, the Dinkytown Police Substation became a reality. This project was accomplished by the dedicated work of the beat officer and with the help and donations of office space and equipment from the local businesses. The beat officer coordinated a bike safety and compliance project that resulted in signage and stenciled sidewalks. This resulted in happy business owners and pedestrians. Bike patrol is another tool that officers used in building relationships with the communities of the precinct. Shift sergeants coordinated the Bike Patrol program for the St. Anthony East, St. Anthony West, and the Marcy-Holmes neighborhoods. The officers involved in this program received numerous accolades for their work. Another program of community policing was officer involvement in the Precinct Advisory Committee. The PAC was involved in numerous projects within the precinct which assisted both the officers and citizens of the precinct. Attendance at the monthly meetings has grown to groups of 30 to 35 members.

Precinct Advisory Committee  
Board Members:

Nels Olson  
Mike McMonagle  
Kathy Kittleson  
Peter Radford



## Third Precinct



### Third Precinct

#### Inspector David Indrehus

3000 Minnehaha Avenue South  
Minneapolis, Minnesota 55406  
(612) 673-5703



Like all good things, the Third Precinct CODEFOR implementation in 1998 began with strategic assessments and planning that occurred in the fall of 1997. Substantive review of the crime patterns and deployment of staff led to the various tactical initiatives which were the “on the street” beginnings of CODEFOR in February of 1998. Most important of these, were the restructuring of shift staffing to match as close as possible the actual flow of call load by the hour of the day, and the concentrated deployment of staffing to the areas in most need of enforcement and order restoration.

This concentration of officers in the high-call, high-crime areas was the highest ever seen in the city and was sustained for far longer than any such “special efforts” had been in the past. Indeed, this special effort was to become the standard. The CODEFOR “Squad Zones” were not static, but were dynamic responses to the changes in the pattern and concentration of criminal activity. The first deployment was to a 16-block area that saw the stationing of four or more squads in that area. This evolved to encompass larger areas and 16 squads were often dedicated to focus CODEFOR activity.

The activities were often in coordinated efforts with SAFE teams, probation officers, Sheriff’s deputies, gang strike force officers, housing patrol officers, CRT and narcotics officers, other state and federal agencies, and the community itself in neighborhood associations, business associations and block clubs. The activities were focused variously on areas, crime types and individual chronic offenders, which is, to this day, sustained by the precinct Top Ten Offender program and other focused efforts on pattern offenders such as burglars. The CODEFOR analysis led to the implementation of a comprehensive burglary protocol for the initial investigation and on-scene tasks for the patrol officers.

All of this met with the sustained “ap- plause” of the good citizens of the precinct in areas where they had feared to venture the streets. It was also met with confusion and frustration on the part of the criminals unaccustomed to such strict and constant attention. This attention paid off well.

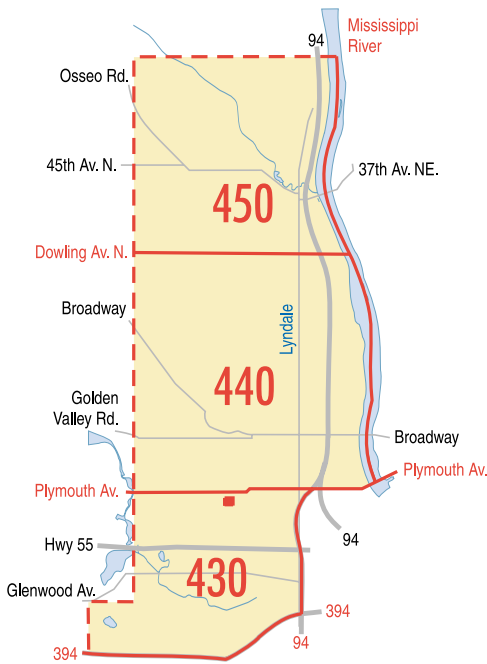
In 1997, the precinct made 15,165 arrests. In 1998, the precinct made 19,884 arrests. This credible increase of 31% was itself exceeded during several weeks of the critical summer months when the increase was over 100%. This increase in accountability for the criminal actors became a significant interdiction of serious crimes in the precinct. There were 2,455 less victims of serious crimes than the year before. This was, of course, only the beginning.

We are continuing to refine the analysis to encompass addresses with a chronic need for police service and to eliminate them as “magnets” for offenders. We are developing comprehensive protocols for addressing crimes such as auto theft. We are committed to the work that will make 1999 even better than 1998.

#### Precinct Advisory Committee Board Members:

Marjorie Spagl, Chair  
Linda Kolkind, Vice Chair  
Gwen McMahon, Secretary  
Sandra Miller, Treasurer  
Inspector David Indrehus  
Lieutenant Alva “Bud” Emerson  
Lieutenant Steve Sizer

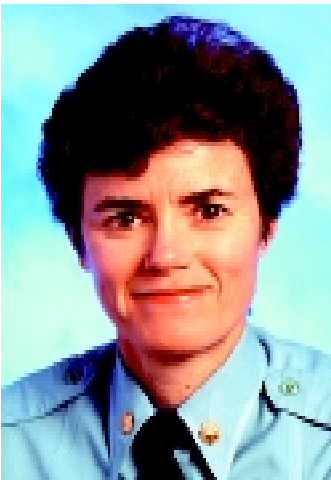
## Fourth Precinct



### Fourth Precinct

#### Inspector Christine Morris

1925 Plymouth Avenue North  
Minneapolis, Minnesota 55411  
(612) 673-5704



The Fourth Precinct is known generally as “the North Side.” It encompasses over 20 “named” neighborhoods, from industrial areas just north of downtown and Cedar Lake, to the southern border of Brooklyn Center. The Mississippi River on the east, the western suburbs of Golden Valley and Robbinsdale and the northern suburb of Brooklyn Center border it.

At last census, the precinct contained over 18% of the city’s population. The make-up of the population is constantly changing with one major constant—an increase in youth. Minneapolis is opening four new schools next year in north Minneapolis. Many neighborhoods average over 50 children under the age of 18 for each square block.

The majority of the precinct is residential. A few business corridors such as Broadway, Washington, Lyndale and Penn Avenues cross the Fourth Precinct. The precinct has one large industrial corridor along the river and Interstate Highways 94 and 394 also pass through the precinct.

Interestingly, parks, parkways, lakes and the river totally surround the Fourth Precinct. There are also many large parks within its borders, and future development plans are to expand and incorporate even more “green space” on the North Side. The Fourth Precinct even boasts the city’s only official port on the Mississippi River—Port of Minneapolis, the most northern port for the Mississippi’s barges.

In the area of law enforcement, 1998 was the kick-off year for the Computer Optimized Deployment Focused on Results (CODEFOR). Enforcement efforts help account for a drop of more than 17% in reported Part I crimes in the Fourth Precinct. As positive as these figures are, they are even better, considering that the precinct had a 9% increase in calls for service. Officers responded to over 101,400 incidents—24% of the city’s total. Officers made over 16,000 arrests—an increase of 35% from 1997.

In the summer of 1998, the Fourth Precinct also cooperated with the Minnesota HEALS effort. Minnesota HEALS was a collaborative effort with the Safe Summer Beat, the Minnesota State Patrol, the

Hennepin County Sheriff’s Office, County Probation and Federal agencies. Three hundred ten officers worked different details in just a two-week period. There were over 50 felony arrests, 110 traffic arrests, 200 citations and 116 advised drivers.

The Fourth Precinct’s Community Response Team (CRT) had an outstanding year. Overall, the CRT investigated over 830 cases, executed 125 search warrants and netted nearly 450 felony arrests. They seized nearly 5,000 grams of crack/cocaine and almost one-quarter of a million dollars in cash. In one major case in June, the team seized over 138 grams of crack, 200 grams of marijuana, 3 ounces of heroin, 8 firearms and more than \$33,500 in cash.

The Fourth Precinct’s Property Crimes Investigators were busy handling over 17,300 cases. Over 2,000 of those cases received further investigation by the unit’s seven investigative sergeants. In one of these cases, a single fingerprint led to the conviction of a suspect in 92 burglaries.

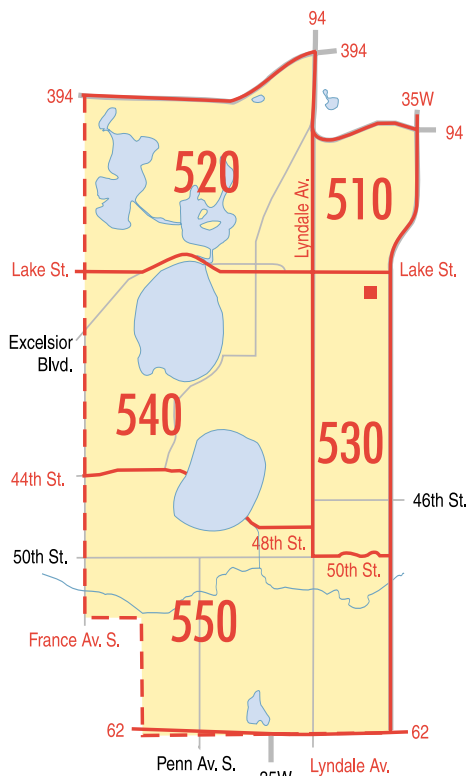
The Lowry/Emerson substation was again a major contributor to the community and the precinct. The state’s Department of Children, Families and Learning funds the substation with an annually-renewed grant. With only one permanent staff member, but over 65 volunteers, the substation saw a 63% increase in “incidents for service” and over 900 logged events. The substation was also the prime sponsor of 13 major events last year that included the Youth Academy and the Fun and Safety Fair. Other activities included “clean sweeps” (community trash pickups), flower planting and National Night Out.

The challenge for 1999 will be to continue to build community bridges that assist with the further reduction in crime. CODEFOR will continue with more emphasis on community directed targets.

Precinct Advisory Committee  
Board Members:

Char Perry, President  
Jennifer Pierson, Vice President  
Christy Bailly, Secretary  
DeAnn Garrett, Treasurer

## Fifth Precinct



### Fifth Precinct

**Inspector Bradley Johnson**  
3101 Nicollet Avenue South  
Minneapolis, Minnesota 55408  
(612) 673-5705



The Fifth Precinct (generally encompassing the Calhoun-Isles and Southwest communities) contains 28% of the city's population, of which roughly 14% are minority citizens. Relative to the other precincts, the Fifth Precinct includes many of the more affluent sections of the city, but still reflects a great deal of ethnic, social and economic diversity. There were 147 members of the Minneapolis Police Department assigned to the Fifth Precinct during 1998 who handled just under 82,000 calls during the year, or 20% of the city's total.

There were two major highlights in the Fifth Precinct in 1998. First and foremost were the completion of and the move to the new facility at 3101 Nicollet Ave. South. This long-range improvement project began under former Chief John Laux in 1992. After three years of proposals submitted to the Capital Long Range Improvement Committee (CLIC), funding was finally approved in 1995. An architectural firm was selected in the spring of 1996, beginning the design development process. This included several community meetings, and with considerable give and take, resulted in the Lyndale Neighborhood making a significant financial commitment to help fund the landscape design. Construction began in June of 1997 and moving day finally arrived on May 29, 1998. This project was recognized with awards from the American Institute of Architects and the Committee on Urban Environment.

The second major highlight of 1998 was the adoption and implementation of CODEFOR and its impact on crime in the precinct. CODEFOR officially began February 1, 1998. The focus on livability crimes began showing its effectiveness almost immediately. As arrests increased, crime began a downward spiral, ending the year with a 17% decrease in Part I crimes in the precinct. At the same time, arrests for Part I and Part II offenses combined were up 18% from 1997. As our technology improved, and we were able to fine tune our response to crime patterns, we attempted proactive approaches to anticipate the crook's next move. Communication became critical. Detectives, observing the new interest in property crimes, became enthusiastic and suggested initiatives. During 1998, the Property Crimes Unit investigated 1,173 cases, closing 32.4% of these cases. Fifth Precinct SAFE teams were officially assigned as part of the precinct complement as of January 1st, and became an integral part of removing crime opportunities, making the effort much more proactive. The impact of this new relationship

was immediately visible, and took off dramatically after the move into the new precinct. With the daily interaction of SAFE teams with the shifts, the Property Crimes Unit and the Community Response Team (CRT), it resulted in an unprecedented level of communication and collaboration.

A continuing highlight was the Restorative Justice pilot project in the Steven's Square neighborhood. In its second year, and with the renewal of a grant, they broadened their scope, reporting some encouraging results. Of the 30 violators sent through community conferencing rather than conventional sanctions, not one had reoffended within the city of Minneapolis. We also began our partnership with Hennepin County Probation, who assigned two probation officers to the Steven's Square neighborhood as a pilot project, and we assigned an officer to partner with them to begin some intense case follow-up.

A variety of ongoing programs continued to contribute to the overall success of the precinct. Several community "sub-stations" were utilized by beat officers and district squads alike. Fifth Precinct officers, together with the Precinct Advisory Committee, awarded nine Certificates of Appreciation to recognize the contributions of citizens who assisted the precinct in a variety of ways. Officers continued to work with several Neighborhood Revitalization Program (NRP) safety committees, addressing neighborhood concerns with a variety of foot, bike and motorized directed patrol projects. Officers have persisted in their effort to reduce the number of curfew and truancy violations, transporting 511 young people to the Curfew/Truancy Center.

The CRT posted significant increases over 1997 in the number of arrests, search warrants executed and drugs and cash seized. The CRT investigated 290 outside complaints along with 110 self-initiated investigations and made 529 arrests.

The School Liaison Team handled 728 school incidents, assisted other agencies 213 times, attended 509 meetings and conferences, assisted in 112 other miscellaneous incidents and they made 222 arrests.

Fifth Precinct PAC Board Members are:

Monica Ramola  
Gerald McGoff  
Myrtle Vikla  
Gloria Freeman  
Inspector Bradley Johnson  
Lieutenant Ken Olson  
Lieutenant Boyd Tate

## The Criminal Investigations Bureau



Richard Schultz  
*Deputy Chief*

The Criminal Investigations Bureau consists of three divisions: the Criminal Investigations Division, the Special Investigations Division and the License Investigations Division.

The primary goal of the Criminal Investigations Bureau is to provide centralized investigative resources to the other components of the department. The investigative process includes case evaluation, assignment and management; evidence gathering, securing and preservation for court; identifying, apprehending and assisting with the prosecution of criminal cases; and maintaining a working relationship with the various prosecuting entities, corrections departments and other law enforcement agencies.

1998 was a year of movement and initiatives for the Criminal Investigations Bureau. The bureau continued its strong partnership with Minnesota HEALS, with an added emphasis on addressing the relationship of illegal drugs and violent crime. All investigative units coordinated their activities within the department and with outside agencies to focus on the department's CODEFOR efforts. Throughout 1998, emphasis continued on neighborhood issues involving illegal drugs, gangs involved in violent crimes, and building relationships with other law enforcement agencies, the community, state and federal prosecutors, the judiciary, corrections and elected officials.

The Criminal Investigations Division (CID) consists of the Robbery, Sex Crimes, Child Abuse, Domestic Assault and Forgery/Fraud Units. In 1998, CID restructured their case management practices by implementing a team approach to provide closer interaction with the precincts. This approach, building out of CODEFOR response accountability, focuses on improving communication to and from the precincts. Investigators are now usually assigned cases geographically, with information exchanged at least weekly with each precinct. More frequent communication and police response strategizing is immediately initiated when a specific crime pattern is seen developing. By directing department-wide resources to a problem, the city can better counteract the illegal behavior threatening the community's livability issues.

The cases charged by CID units increased in 1998, in part, due to the coordinated efforts with the precincts and City and County Attorneys. The units provide extra support to the precincts by being on-call to assist officers in the field on major cases. The Domestic Assault Unit continues to build closer working relationships with outside agencies, including the county's Vulnerable Adult Program. They are also focusing on major felony and repeat offenders as a way to break the domestic abuse cycle. Sex Crimes works with the community and the media on sex offender notification meetings. The Child Abuse Unit works cooperatively with the county, schools and other agencies in addressing the maltreatment of children and the best ways to protect them. During 1999, the Criminal Investigations Division will be tasked with the challenge of looking at further decentralizing the units, to continue to build a stronger cohesive partnership with other areas of the department, elected officials and the community.

The Special Investigations Division (SID) consists of the Homicide, Juvenile, Narcotics, Organized Crime and Bomb/Arson Units. The number of homicides remained level for the second year in a row with 61 cases. In 1998, the Homicide Unit achieved a 77% clearance rate, the highest since 1990. The Homicide Unit started the development of a national training seminar with a focus on all facets of advanced homicide investigations with homicide investigators and forensic experts. Juvenile crime showed an increase of cases compared to the previous year, and the Juvenile Unit strives to lead the department in initiatives directed at decreasing juvenile crime and the reasons contributing to negative youth behavior. The unit received a grant to move forward with a study to develop the Juvenile Assessment Center (a partnership with Hennepin County and other social service agencies). They also are coordinating a shared Juvenile Justice database with the county.

## The Internal Services Bureau



Gregory Hestness  
*Deputy Chief*

The Internal Services Bureau advances the public safety mission of the department through a host of planning, management and support responsibilities. In 1998, the Internal Services Bureau joined with the rest of the department in the common vision of improving public safety through crime reduction under the department's CODEFOR strategy.

1998 was a year of stable leadership in the three divisions of the Internal Services Bureau, comprised of the Administrative Services Division, the Identification Division and the Support Services Division.

The Administrative Services Division oversees the proper execution of the business necessities of the department. It includes, but is not limited to, Finance, Supply, the entire Human Resources continuum, Recruiting, Background, Personnel, Training, the Recruit/Cadet Academies, the Field Training Program and the Research and Development Unit. The Research & Development Unit develops and maintains the Chief's policy and procedure directives, develops and manages grants, conducts research, and takes the lead on special events and project planning.

Our Training Unit had a particularly active and successful year. They planned and helped deliver a four-day "super training" session where all 1,200 of MPD's employees were provided CODEFOR basic training. They provided three full Recruit and Cadet Academies. As we institutionalized our Avenues To Law Enforcement Careers (ALEC) program as a hiring and diversity tool, the Training Unit developed an academy for these future MPD police officers. In addition to providing required and desirable in-service training, they developed training priorities and curriculum to advance the continuous improvement of our greatest resource—our people. Management and supervisory development were emphasized, along with performance measurement and career development for all employees. These accomplishments were formally recognized in December, when the Peace Officer's Standards and Training Board (POST) and the Association of Training Officers of Minnesota (ATOM) awarded the MPD Training Unit the first Excellence in Law Enforcement Training Award.

Professional Human Resource practices are mission critical for MPD. Personnel from the Human Resources Department are dedicated to and housed within MPD. We work closely throughout the year to make good decisions. Our 1998 attrition rate was almost twice the five-year average, necessitating an active hiring program. We always strive to balance quality, numbers and diversity in our selection process. On many occasions, we worked with organized labor and the Office of the City Attorney to satisfactorily resolve grievance matters short of arbitration in everyone's best interest. Our Administrative Services Division Manager participated in making improvements to our "return to work practices," and served on an inter-departmental team to select an occupational health manager for the City and a provider to best meet the needs of MPD.

On the business side of the ledger, Administrative Services established an ongoing working relationship with the Office of the Budget Director to control costs and provide the kind of information our commanders and managers need to be effective. Budget is, after all, a resource that command staff are expected not just to control, but to apply to our public safety mission under CODEFOR. They need the right resources and right information in order to be empowered to succeed.

A final highlight activity for Administrative Services was the continued acquisition and management of grants supporting our field activities. Significant awards included Federal Block Grant III and Cops More '98. Block Grant III provides us with funds for equipment, overtime, training, inter-agency collaboration and community connections. Cops More '98 provides us with continued funding to pursue placing mobile digital computers into squad cars.

The Identification Division provides investigative support through a range of high-quality forensic science services. This occurs through crime scene processing, questioned documents examination, ballistics, photography, fingerprint collection and expert identification; and they are ever-willing to innovate. Identification Division personnel contribute to the safety of the city in critical, but frequently behind the scene ways.

A source of great pride for us is the success of our National Integrated Ballistics Information Network (NIBIN), formerly known as DRUGFIRE. NIBIN is a ballistics database much like fingerprints. In 1998, our NIBIN team, which is comprised of two ballistics experts and a technician, lead the nation in identifications. This links ballistic data between people, firearms and crimes, providing physical evidence for successful prosecution of violent crime.

In Block Grant III, the Identification Division was granted the consent of the Mayor and City Council to acquire digital image processing capability. This means that in addition to developing 35mm film, they will now be able to process digital images that will ultimately be both a money savings and an improvement to investigation and case preparation. Digital images, already used in booking photos, will now be expanded to crime scene photos that can be easily embedded in case files. We intend to bring this on-line during 1999.

We continued to civilianize formerly sworn peace officer positions to Forensic Scientists. Our Forensic Scientists continue to achieve professional certification in their field of expertise. Our second ballistics expert was certified this year. We now have two of the four ballistics experts recognized in Minnesota.

The Identification Division contributed to the CODEFOR strategy by rising to the challenge of a more aggressive investigation of crime. More crime scenes were processed, more latent fingerprints were lifted and identified and more laboratory work supported successful resolution of crime.

Our Support Services Division provides critical assistance to police officers, the public and other partners in the criminal justice system. Our Transcription and Tele-Serve Units do the vast majority of criminal offense information data entry. Our Property and Evidence Unit receives, retains, transfers, and manages property, cash and contraband coming into police custody for a host of public purposes. Our Records and Criminal History Section provides assistance to the criminal justice system and the public on a wide variety of criminal and non-criminal issues. Our Booking/Chem-Test area seeks to save time for our officers and money for our taxpayers by processing misdemeanor arrestees that do not require continued custody in Hennepin County Jail. They also test and video record evidence provided by suspected chemically-impaired drivers.

In our first year of CODEFOR, the increase in activity was felt throughout Support Services. More reports were entered, more property and evidence was inventoried, more records and criminal histories were checked and more misdemeanor and DWI suspects were processed. They once again rose to the occasion with no increase in staff.

Highlights for 1998 included the funding through Block Grant III of a second inkless LIVESCAN digital fingerprint capture station for the Booking Unit. This will come on-line in early 1999. In 1998, we experimented with a Day Shift for the Booking Unit, but found the activity level did not justify that investment.

Our Property and Evidence Unit developed a successful new partnership to revitalize our City Store initiative. City Store is a job training collaborative with the community. Unclaimed or forfeited property (primarily small items,) is offered for sale at a community outlet. After an unsuccessful first attempt with a community partner, a relationship was established with Project for Pride in Living (PPL) to offer MPD property for sale at their store site. PPL's established success and management ability is evident in the improved performance of the City Store. We think this relationship is a win all the way around.

In 1999, the Internal Services Bureau looks forward to another year of continuous improvement as we do our part to support the MPD mission of crime reduction under CODEFOR. We hope our professional business, human resource and financial decisions will continue to do just that. In 1999, look for us to develop a comprehensive multi-year facilities program for MPD, in order to serve our community well for years to come.

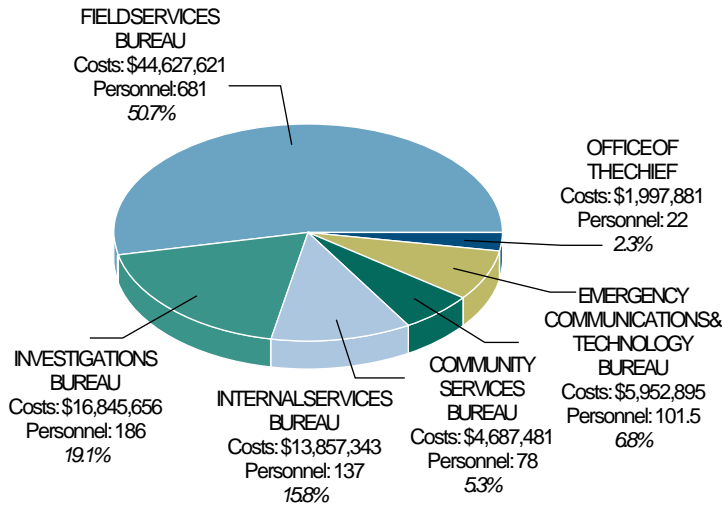
# Finance

Figure 1 depicts the relative resource distribution patterns expressed as shares of the 1998 budget and as a proportion of personnel assigned by the bureaus of the Minneapolis Police Department. Approximately 51% of departmental resources are devoted to the Field Services Bureau.

Figure 2 depicts the distribution of the 1998 Department budget by type of expenditure. Most of the police costs are for personnel; salaries and fringe benefits constitute 80% of all expenditures. This clearly indicates that the quality of police personnel is the key to quality policing.

**FIGURE 1**

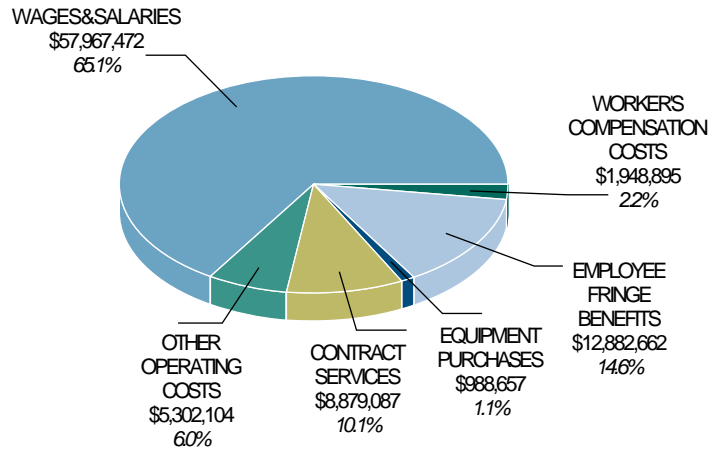
**Distribution of Operating Costs and Personnel by Major Bureau 1998**



**DEPARTMENT TOTAL**  
**Costs: \$87,968,877**  
**Personnel: 1,201.5**

**FIGURE 2**

**Distribution of Operating Costs by Expenditure 1998**



## Department Personnel

The diversity of incidents that the police are expected to handle well points out the need for employment of high caliber personnel. No single skill defines a good police officer. He or she must be able, for example, to investigate a crime, to intervene and resolve an emotionally ridden interpersonal conflict, to assist an injured or ill person, to control traffic, or, last but not least, to prudently enforce the law. Policing, contrary to many occupations, often requires the capability to exercise cool, sophisticated judgments in delicate and dangerous situations, and to render split second decisions in rapidly evolving events.

With the creation of the Minnesota Peace Officers Standards and Training Board (P.O.S.T.) in 1977, the State of Minnesota established hiring standards for police officers. State law requires that peace officers be United States citizens, have no felony convictions and possess the necessary physical and psychological capabilities to function in a law enforcement capacity. Prospective officers, in order to be licensed, must also complete the following:

- 1) complete a law enforcement program at a two or four year P.O.S.T.-certified institution;
- 2) pass the academic portion of the P.O.S.T. licensing examination;
- 3) complete a P.O.S.T.-certified skills course; and
- 4) pass the skills portion of the P.O.S.T.-licensing examination.

Peace officers from other states who have successfully completed a basic police training course may take a P.O.S.T. administered examination to become eligible for licensing. They must file an

application for the reciprocity examination and upon receiving a passing score, they become P.O.S.T. eligible.

After completion of these steps, a candidate is then eligible to be licensed in the State of Minnesota. Licensure occurs once a person is hired by a law enforcement agency.

To obtain the highest caliber of candidates possible, the Department participates in the recruitment process along with the Minneapolis Civil Service Commission. In place is another program called Avenues to Law Enforcement Careers (ALEC). It involves recruiting applicants who are initially hired as Community Service Officers (CSO's). CSO's work 20 hours per week for the MPD while enrolled in an approved law enforcement program paid for by the department. CSO's assist the department and the community by promoting intercommunication, understanding and cooperation between department personnel and the diverse communities within the city. They must obtain a law enforcement degree within two years of hire. After successful completion of the degree, applicants must also complete the P.O.S.T. Board requirements and department written and physical fitness standards to be eligible to promote to the position of Police Officer (Recruit), or be released from employment. Also inherent in the Department's selection process, is an active policy of Affirmative Action and Equal Employment Opportunity for women and ethnic minorities.

In conjunction with the Chief's initiatives, the strategic plan for the department has set a goal of hiring a more diverse workforce. The recruiting, hiring and retention of a diverse workforce is a slow process that will undoubtedly take a period of years.



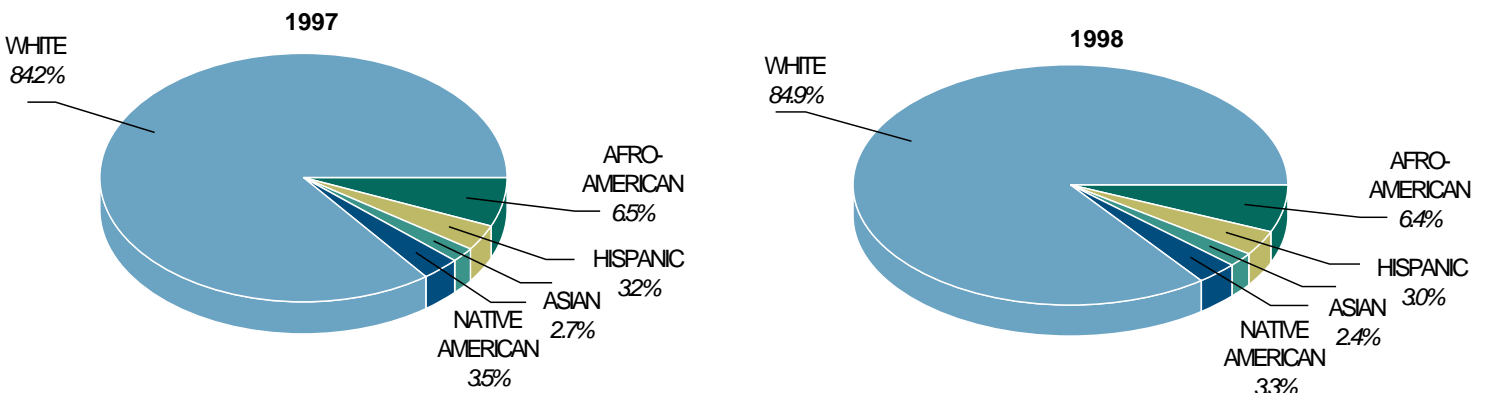
TABLE 3

**Distribution of Department Personnel by Rank, Sex and Ethnicity**  
1998, 1997 and 1978

Sworn Personnel	Total	Gender		Ethnicity				
		Male	Female	White	Black	Hispanic	Native Am.	Asian
Chief	1	1	0	1	0	0	0	0
Deputy Chief	3	3	0	2	1	0	0	0
Inspector	5	3	2	5	0	0	0	0
Captain	2	2	0	2	0	0	0	0
Lieutenant	44	35	9	36	3	4	1	0
Sergeant	237	197	40	207	17	4	8	1
Officer	638	548	90	533	36	24	20	25
<b>Total Sworn - 1998</b>	<b>930</b>	<b>789</b>	<b>141</b>	<b>786</b>	<b>57</b>	<b>32</b>	<b>29</b>	<b>26</b>
%		<b>84.3</b>	<b>15.2</b>	<b>84.5</b>	<b>6.1</b>	<b>3.4</b>	<b>3.1</b>	<b>2.8</b>
<b>Total Civilian Personnel* - 1998</b>	<b>273</b>	<b>71</b>	<b>202</b>	<b>235</b>	<b>20</b>	<b>4</b>	<b>11</b>	<b>3</b>
%		<b>26.0</b>	<b>74.0</b>	<b>85.5</b>	<b>7.3</b>	<b>1.5</b>	<b>4.0</b>	<b>1.1</b>
<b>Total Personnel* - 1998</b>	<b>1,203</b>	<b>860</b>	<b>343</b>	<b>1,021</b>	<b>77</b>	<b>36</b>	<b>40</b>	<b>29</b>
%		<b>71.5</b>	<b>28.5</b>	<b>84.9</b>	<b>6.4</b>	<b>3.0</b>	<b>3.3</b>	<b>2.4</b>
<b>Total Sworn - 1997</b>	<b>938</b>	<b>772</b>	<b>166</b>	<b>782</b>	<b>60</b>	<b>34</b>	<b>33</b>	<b>29</b>
%		<b>82.3</b>	<b>17.7</b>	<b>83.4</b>	<b>6.4</b>	<b>3.6</b>	<b>3.5</b>	<b>3.1</b>
<b>Total Civilian Personnel* - 1997</b>	<b>266</b>	<b>66</b>	<b>200</b>	<b>232</b>	<b>18</b>	<b>4</b>	<b>9</b>	<b>3</b>
%		<b>24.8</b>	<b>75.2</b>	<b>87.2</b>	<b>6.8</b>	<b>1.5</b>	<b>3.4</b>	<b>1.1</b>
<b>Total Personnel* - 1997</b>	<b>1,204</b>	<b>838</b>	<b>366</b>	<b>1,014</b>	<b>78</b>	<b>38</b>	<b>42</b>	<b>32</b>
%		<b>69.6</b>	<b>30.4</b>	<b>84.2</b>	<b>6.3</b>	<b>3.2</b>	<b>3.5</b>	<b>2.7</b>
<b>Total Sworn Personnel - 1978</b>	<b>768</b>	<b>759</b>	<b>9</b>	<b>750</b>	<b>10</b>	<b>1</b>	<b>7</b>	<b>0</b>
%		<b>98.8</b>	<b>1.2</b>	<b>97.7</b>	<b>1.3</b>	<b>0.1</b>	<b>0.9</b>	<b>0.0</b>
<b>Total Personnel - 1978</b>	<b>868</b>	<b>785</b>	<b>83</b>	<b>842</b>	<b>17</b>	<b>1</b>	<b>8</b>	<b>0</b>
%		<b>90.4</b>	<b>9.6</b>	<b>97.0</b>	<b>2.0</b>	<b>0.1</b>	<b>0.9</b>	<b>0.0</b>

FIGURE 3

**Comparison of Department Personnel by Ethnicity**  
1997 and 1998



## The Community Services Bureau



Lucy Gerold  
*Director*

With the department's emphasis on decentralization of services to foster greater cooperation in the precincts, and increased ownership and accountability for services at the precinct and community level, 1998 is the last year of the Community Services Bureau. The Community Services Bureau was created in 1991 and was combined with what was then the Community Relations Unit, the RECAP Unit and Community Crime Prevention/SAFE. It was the hope that eventually the precincts could accept and absorb the SAFE Teams as part of the precinct team, and SAFE would no longer need a centralized structure to support them. That hope has been realized, as all of the officers in the police department work more closely with the community and share responsibility for problem solving and crime prevention. 1998 began with the 5th precinct SAFE Teams moving into the 5th precinct building. Plans unfolded throughout the year for moving from centralized to decentralized operations and all personnel prepared for this.

While this was occurring, the teams continued to work closely with the community, creating long-term solutions at problem addresses, connecting troubled residents with needed services and implementing significant crime prevention strategies. The SAFE Teams' efforts contributed to the 16% decrease in Part I crimes during 1998.

CCP/SAFE received yet another major award. National Night Out is a one-night event that is the culmination of a year's worth of activity in which the community worked closely with the police department addressing livability issues, crime and building stronger connections. Because of its comprehensive efforts with the community, media, businesses, young people, religious institutions and personnel throughout the department; Minneapolis was recognized as #1 for cities of its size in the country for its National Night Out accomplishments. More than 10% of the city's residents participated in National Night Out events. The significance of the event is not just what occurs that night, but it represents the hard work and partnerships throughout the year which contribute to a safer city and a higher quality of life in Minneapolis.

RECAP (Repeat Address Call Policing) maintained its strong emphasis on problem solving by notifying and offering assistance to those property owners with the highest number of calls for police service. This approach, while attempting to solve problems and reduce 911 calls, emphasizes solutions and partnerships with the police, rather than punitive measures. RECAP also offered a great deal of assistance and information to businesses to improve security practices and the physical environment to reduce the opportunity for victimization. RECAP will remain a centralized service in the Central Services Bureau in 1999.

Another key role for RECAP has been its enforcement of the Rental Licensing Ordinance. While this has been a controversial ordinance, it has increased accountability and cooperation. Rental property owners with criminal incidents or other problems on their property are notified of the first incident and assistance is offered to create a plan for improvement. The goal of the ordinance is to have well maintained and managed property, with responsible tenants and landlords who contribute to, rather than detract from, the quality of life in Minneapolis.

The Police Athletic League involved 585 young people working with 117 officers in a variety of activities. Although sports continue to dominate P.A.L., there has been a greater emphasis on mentoring, tutoring, theater and other non-sports activities so that there is a greater opportunity for interaction between young people and police officers. It is a heart warming experience to attend a P.A.L. banquet

where young people are receiving their trophy for participation in their sport and hear the praise and gratitude they heap on the officers for their help, caring and support.

As policing evolves and changes, so does our response to situations. The Public Housing Unit continues to work on problem apartments and public housing residents, but has shifted its emphasis to a more balanced approach which embraces more interaction with the community, problem solving and a uniform police presence. The Unit works closely with management to ensure the quality of life residents expect while living in public housing, and has taken a number of actions to remove those engaged in illegal activity, particularly the use and sale of narcotics. The Public Housing Unit moved from its downtown location to a one-story building in the Phillips neighborhood. In that location, they are more visible and more accessible to both the community and other police personnel.

While the Community Services Bureau existed from 1991 to 1998, its emphasis was ensuring close working relationships with the community by specific and often specialized officers and staff. However, our expectation for 1999 is that every officer and employee of the police department will be engaged with the community, embrace problem solving and focus on prevention as well as enforcement. Therefore, we move from an era of centralization and specialization to a time when we can expect that all personnel will be housed together, based on their responsibility for a geographic area, and take responsibility for working together to ensure safety and security for everyone.



***“Community Safety is  
Everyone’s Responsibility  
and Crime Prevention is  
Everybody’s Business.”***

*International Association of  
Chiefs of Police*

## The Emergency Communications & Technology Bureau



John Dejung  
*Director*

The Systems Development Unit and Emergency Communications were combined in 1997, and the bureau was renamed in 1998 to reflect that change. The combination of these functions continues to provide synergy and improvements as the highly-computerized 9-1-1 Center is now being managed alongside the police records management system called CAPRS (Computer Assisted Police Reporting System). 1998 was also a year of strengthening and clarifying the partnership role that police computer systems and users have with the City's Information Technology Services Department. Significant progress has been made along these lines, and a joint approach to preparations for upgrades for Year 2000 readiness began early in the year.

Both the Minneapolis Emergency Communications Center (MECC) and the Systems Development Unit (computers and information technology function) made excellent strides during this year of implementing CODEFOR. The Systems Development Unit began the year supporting the implementation of a mapping program that takes CAPRS case information and plots it on city of Minneapolis computerized maps. These statistics and the resultant maps are available to police supervisors and commanders both at headquarters and at the precinct level. These maps and the statistics that produce them are useful in determining the who, what, where and when of crime in the city so that police units can be deployed in advance to the right areas and "tipped off" to the methods and location of crimes. Not all calls to MECC result in a CAPRS report. This information was made available in tabular and map form in 1998, by linking MECC's Computer Aided Dispatch (CAD) information to programs that were able to produce maps. This Calls for Service program gives the police tactician a more complete picture of citizens' needs and further assists in the wise deployment of police units.

MECC received less incoming emergency telephone calls—down approximately 6% from '97 to '98. But, greatly increased police field operations made radio volume busier than ever, as evidenced by the 5% increase in calls from the field to our information desk that assists police with warrant checks. Police cases were up 6% from 1997, a further indication of activity on the radio channels. Complaints from the public regarding 9-1-1 service were again, like 1997 statistics, at 50% of 1996 levels. To be precise, there was one less sustained complaint in 1998 than in 1997. The total number of sustained complaints, 34 in 1998, represents a "defect" rate of only one in 20,000. In percentage terms, that is a 99.9% success rate.

Aggressive preparations to combat the "Millennium Bug" began early in 1998. The MECC assessment and remediation efforts began first, because City officials recognized the "life and safety" criticality of the 9-1-1 function. A comprehensive effort using in-house and contracted specialists explored every aspect of the 9-1-1 operation; from the availability of the elevators to MECC, to gaining access through the security doors, and of course, to assess the ability of the 9-1-1 telephone and CAD systems in order to continue operations into the 21<sup>st</sup> century. Early on, the decision was made to defer the replacement of the aging CAD system by repairing it in order to make it Year 2000 (Y2K) compliant. At the close of 1998, that decision seemed a wise one, as computer experts determined that the upgrades needed to make the system Y2K compliant were less extensive than first believed. The 9-1-1 phone system was studied during the year as well. Business requirements were determined early in the year, Y2K readiness was assessed and the decision to replace the system was agreed on. Contract specifications were being completed at the end of the year and system replacement was scheduled for the summer of 1999.

CAPRS and other critical police computer applications were also addressed in light of the Millennium Bug starting in mid-1998. CAPRS remediation plans, along with other Police Department "life and safety" critical computer applications, were assessed and addressed by year end. CAPRS and a host of other smaller applications will be upgraded, tested and made ready for the four digit year entries by Police Department and contracted computer programmers in 1999, with the goal of having all critical systems Y2K-ready by July 1, 1999. Computer hardware was upgraded in 1998 to provide emergency back-up and a test environment for the Y2K upgrades. To say that the year was technology-intense would be an understatement. Systems Development Unit employees were working, according to a consulting firm's study, at 30% above capacity.

MECC21, the project to "move" MECC into the 21<sup>st</sup> century, was authorized for funding in 1998. The project will allow MECC to expand on-site and accommodate more work stations with modern, ergonomically-designed furniture. This will enable 911 Operators and Dispatchers to handle more calls and more radio traffic in the future, while doing so in a healthy environment. With business requirements identified in early 1998, funding secured through the citizen-controlled Capital Long-Range Improvement Committee (CLIC), the City Council and the Mayor; preliminary design discussions were finalized later in the year, and formal design and the start of renovations scheduled for 1999. The project is planned for completion in late 2000 or early 2001.

Faced with the aforementioned, along with a myriad of other project management challenges in 1998 and continuing into the 21<sup>st</sup> Century, the Bureau resurrected the Assistant Director position and hired Tony Lorusso in June. His responsibilities are to manage forward-looking projects in the emergency communications and computer systems realm. Tony, an Air Force Academy graduate and a successful Air Force officer, has a Master's Degree in Communications Systems Technology as well as private sector management experience. His skill, experience and energy were fully utilized throughout the year following his appointment in June.

Other significant personnel issues included the designation of two MECC staff members as Minnesota winners for the Association of Public Safety Communications Officials (APCO) annual awards. For 1998, Sue Fallon was recognized as the 9-1-1 Line Supervisor of the Year. LaVae Robinson was similarly recognized as Telecommunicator of the Year.

As the Minneapolis Police Department moves into the last year of the millennium, the public safety communications functions and the police computer systems are both poised to sail smoothly into the new century. I can say this only because of the tireless and conscientious work of the men and women of the Emergency Communications and Technology Bureau.

# 1998 New Employees

Cadet John Biederman	Crime Prevention Supervisor Karen Abrahamson
Cadet Andrew Bittell	Crime Prevention Supervisor Timothy Hammett
Cadet Darren Blauert	Manager - Internal Services, Michael Ridgley
Cadet Jason Case	MECC Assistant Director, Anthony Lorusso
Cadet Timothy Eck	Office Support Specialist II Patricia Eibon
Cadet Peter Fahnhorst	Office Support Specialist II Carole Schendel
Cadet Erick Fors	Photo Technician Stacey Potthier
Cadet Joe Fuller	Police Aide Carrie Hjerstedt
Cadet Michael Grahn	Police Aide Nicole Martin
Cadet Steven Herron	Police Typist Brian Austin
Cadet Christopher House	Police Typist Kristin Iverson
Cadet Debra Hubert	Police Typist Mamie Johnson
Cadet Jason Hurley	Police Typist Caresa Meuwissen
Cadet Jeffrey Imming	Police Typist Mary Rye
Cadet Douglas Lemons	Police Typist Emily Smith
Cadet Beth Letoumeau	Police Typist Carolyn Thies
Cadet Aimee Linson	Recruit Joseph Adams
Cadet James Loveland	Recruit Adam Chard
Cadet Sara Metcalf	Recruit Steven Derhaag
Cadet Robert Mooney	Recruit Dustin Dupre
Cadet Aaron Morrison	Recruit John Engle
Cadet Christie Nelson	Recruit Thomas Fahey
Cadet James Nelson	Recruit Phillip Gangnon
Cadet Emily Olson	Recruit John Grove
Cadet Matthew Olson	Recruit Richard Hand
Cadet Randall Olson	Recruit Ryan Hauschildt
Cadet Kelly O'Rourke	Recruit John Mills
Cadet Scott Ramsdell	Recruit Troy Schoenberger
Cadet Jarrod Roering	Recruit Kyle Severson
Cadet Patrick Reuben	Recruit John Staufenberg
Cadet Justin Saint Jean	Recruit Michael Thamm
Cadet Brian Sand	Recruit Craig Williams
Cadet Emergy Skoog	Recruit Michael Williams
Cadet John Sheneman	Recruit William Willner
Cadet Thomas Subject	911 Dispatcher Michelle Dunham
Cadet Gene Suker	911 Dispatcher Joy Paulson
Cadet Jomar Villamor	911 Dispatcher Patricia Quast
Cadet Philip Xiong	911 Operator Angel Curtis
Clerical Supervisor Marcus Roberson	911 Operator Patricia Fouks
Community Service Officer Christopher Bennett	911 Operator Stephanie Haase
Community Service Officer Wendy Berg	911 Operator Katherine Helmin
Community Service Officer Griffin Hillbo	911 Operator Casidy Jones
Community Service Officer Christopher Hudok	911 Operator Carol Lawrence
Community Service Officer Danielle Larson	911 Operator Patrick McCarver
Community Service Officer Alex Nelson	911 Operator Stacy Mennega
Community Service Officer James Walker	911 Operator Sarah Messig
Community Service Officer Stephanie Weibye	911 Operator Eric Sweden
	911 Operator Ravonne Vizenor

## 1998 Retirements

The police department would like to recognize the following employees for their many years of service to the city and its citizens.

### Sworn Personnel

Officer Gary Bjergo .... 29 years	Officer David Nelson .... 25 years
Officer Terry Bjerk .... 30 years	Sergeant Patrick Novack .... 29 years
Sergeant Carl Boeckmann .... 29 years	Officer William Odden .... 29 years
Officer Roger Brotkowski .... 30 years	Sergeant Ronald Ottoson .... 36 years
Officer James Dahlin .... 25 years	Sergeant David Palmer .... 25 years
Sergeant Joseph Dargay .... 25 years	Sergeant Bruce Polus .... 25 years
Officer Ronald Druk .... 24 years	Officer Gary Rupp .... 25 years
Sergeant Richard Ellingboe .... 27 years	Sergeant Seth Saunders .... 30 years
Sergeant Steven Erickson .... 29 years	Officer Bernard Schuman .... 25 years
Sergeant Lee Field .... 30 years	Lieutenant Edward Scott .... 34 years
Sergeant Gary Frazier .... 36 years	Sergeant Ronald Scott .... 26 years
Sergeant John Gorczyca .... 30 years	Lieutenant Steven Sizer .... 25 years
Sergeant Paul Heeren .... 24 years	Sergeant Jarrell Skrivseth .... 36 years
Officer Jeffrey Hoberg .... 25 years	Officer Neil Stuber .... 36 years
Officer Timothy Holm .... 29 years	Officer Daniel Szymanski .... 24 years
Lieutenant Hubert Holtz .... 36 years	Lieutenant Boyd Tate .... 26 years
Sergeant Wayne Humphrey .... 25 years	Officer Larry Wilkie .... 29 years
Officer George Kurtz .... 25 years	
Officer James Laduke .... 23 years	
Sergeant Jerry Larson .... 26 years	
Officer Joseph Leon .... 16 years	
Officer Fred Melichar .... 36 years	
Sergeant James Murphy .... 30 years	
Lieutenant John Nelson .... 27 years	
Lieutenant Roger Nelson .... 36 years	

### Civilian Personnel

MECC Assistant Supervisor Phyllis Church .... 31 years
MECC Dispatcher Alice Naslund .... 23 years
Police Typist Joan Evens .... 28 years Police Typist Barbara Littlejohn .... 29 years

## In Memory

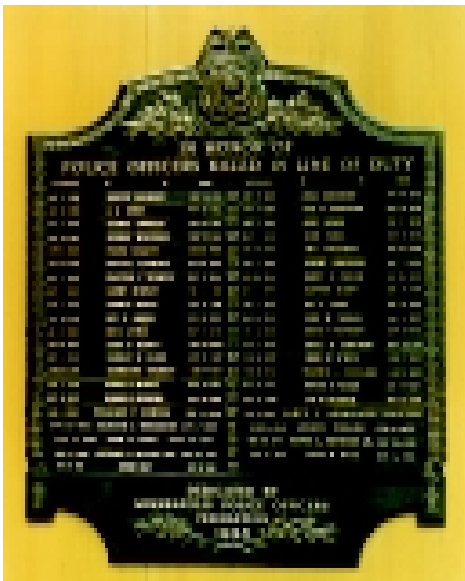
The police department would like to recognize those officers who died in 1998:

### Active Department Members

Inspector Gary Haynes  
Officer Paul Holthusen  
Officer Brian Reinsch

### Retired Department Members

Inspector Joey Winslow  
Lieutenant Veryl Burchett  
Lieutenant Robert Kulseth  
Detective Nordland Dahlen  
Detective James Jahr  
Officer Charles Adams  
Officer Arnold Brooks  
Officer Dale Gaffin  
Officer Anthony Hammel  
Officer Ray Merchant  
Officer John Meyers  
Officer William Scott  
Officer Richard Switzer  
Officer George Terp



# 1998 Department Promotions

The Minneapolis Police Department recognizes that its employees are its most valuable resource and would like to recognize the following personnel who were promoted in 1998.

## Sworn

Lieutenant to Inspector	Randall Johnson
Lieutenant to Captain	Richard Stanek
Sergeant to Lieutenant	Kristine Ameson
Sergeant to Lieutenant	Robin Cole
Sergeant to Lieutenant	Donald Harris
Sergeant to Lieutenant	Thomas Rice
Sergeant to Lieutenant	Dan Roen
Sergeant to Lieutenant	Kevin Stoll
Sergeant to Lieutenant	William Whisney
Officer to Sergeant	Christopher Abbas
Officer to Sergeant	Derrick Barnes
Officer to Sergeant	William Blake
Officer to Sergeant	Randy Buege
Officer to Sergeant	Bruce Carpenter
Officer to Sergeant	Erika Christensen
Officer to Sergeant	Edmund Follano
Officer to Sergeant	David Gray
Officer to Sergeant	Janee' Harteau
Officer to Sergeant	Timothy Hatchner
Officer to Sergeant	Eric Heil
Officer to Sergeant	Stuart Helmer
Officer to Sergeant	Anthony Hines
Officer to Sergeant	Timothy Hoepfner
Officer to Sergeant	Michael Johnson
Officer to Sergeant	Christopher Karakostas
Officer to Sergeant	Michael Keefe
Officer to Sergeant	Sharon LaPlante
Officer to Sergeant	Thomas Lardy
Officer to Sergeant	David Mattson
Officer to Sergeant	Jeffrey Miller
Officer to Sergeant	James Novak
Officer to Sergeant	Mark Osland
Officer to Sergeant	Richard Sheldon
Officer to Sergeant	James Spencer
Officer to Sergeant	Giovanni Veliz
Officer to Sergeant	DuWayne Walker
Officer to Sergeant	Gerhard Wehr
Officer to Sergeant	Steven Wickelgren
Officer to Sergeant	Warren Wittman

## Civilian

Administrative Analyst I to Administrative Analyst II	Lucinda Silvas
Crime Prevention Specialist to Crime Prevention Supervisor	Patricia Behrend
Forensic Scientist I to Forensic Scientist II	Dana Kloss
Graphic Artist to Graphic Artist I	Mui Le
MISA to Administrative Analyst I	Judith Harig
Office Support Specialist II to Administrative Analyst I	Nancy Weber
911 Dispatcher to Assistant Shift Supervisor	Maryam Williams
911 Operator to Dispatcher	Heather Driscoll
911 Operator to Dispatcher	Jessica Kawas
911 Operator to Dispatcher	Amanda Przynski
911 Operator to Dispatcher	Carrie Sampson

# 1998 Department Awards

There are six awards given to officers of the department. The award bars are worn on the officers' uniform. They are as follows:



blue bar

## Medal of Honor

The Medal of Honor may be awarded to a member of the department for an act of outstanding bravery or heroism. Demonstrated unselfishness, courage, and the immediate high risk of death or serious physical injury would characterize such an act. This award may also be given posthumously to a member who has died while involved in an action of demonstrated heroism.



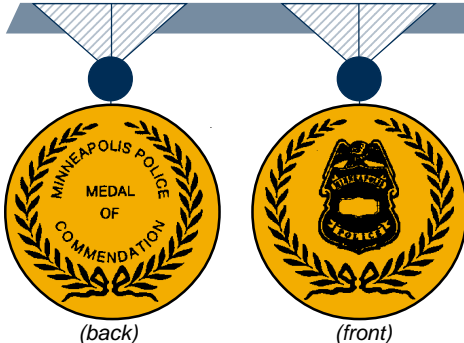
red bar

## Medal of Valor

The Medal of Valor may be awarded to a member of the department for an act of bravery which demonstrates obvious self sacrifice in the face of death or serious physical injury.

Officer David Burbank  
Sergeant David Denno  
Officer Lance DuPaul  
Officer Thomas Galvin  
Park Police Officer Mary Ketzner  
Officer Peter Kist  
Officer Kevin Lazarchic

Officer Daniel Loe  
Officer James Loveland  
Officer Dean Milner  
Officer Jason Reimer  
Park Police Officer Brian Rodgers  
Park Police Agent Joseph Sparks  
Officer Dave Wilson



(back)

(front)

green bar

## Medal of Commendation

The Medal of Commendation is awarded to members of the department for an outstanding police act which brings credit to the department, and is highly recognized by other officers or citizens. This act is characterized by obvious self sacrifice while in the face of personal danger.

Officer Tobias Anderson  
Officer Kevin Angerhofer  
Officer Kenneth Awalt  
Officer Marcus Benner  
Officer David Burbank  
Officer David Campbell  
Officer Matthew Clark  
Officer Ted Fisher  
Officer Christopher Gaiters  
Officer Jesse Garcia  
Sergeant Jeff Harvey  
Officer Lupe Herrera

HCMC Paramedic Wade Johnson  
Sergeant Linda Lachner  
Park Police Officer Fred McCormick  
Officer Brian Menne  
Officer Mark Montgomery  
Officer David Neil  
Sergeant John Pielow  
Officer Nicholas Rowe  
Officer David St. Cyr  
Officer Michael Sullivan  
Officer Roderic Weber  
Officer Matthew Wente  
HCMC Paramedic David Zaiman



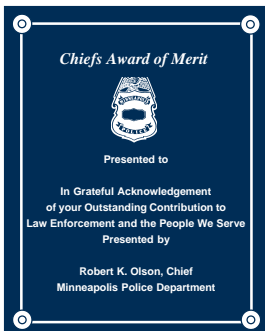


*silver bar*

## Department Award of Merit

The Department Award of Merit may be awarded to any member of the department for an outstanding act or achievement which brings credit to the department and which involves performance above and beyond that required by the employee's basic work assignment or exceptional professional skill and conduct during a coordinated action.

Officer Donald Bautista	Sergeant Mark Lenzen
Officer Roger Brotkowski	Officer Eric Lukes
Sergeant Dale Burns	Officer James Lynch
Officer Tammy Friestleben	Officer Daniel Lysholm
Officer Eddie Frizell	Sergeant James Novak
Officer Michael Geere	Officer Michael Osbeck
Officer Robert Heiple	Officer Ann Rimarcik
Inspector David Indrehus	Dispatcher Linda Rock
Forensic Scientist III William Hinz	Officer Scott Shepard
Officer Richard Jackson	Officer Grant Snyder
911 Operator Casidy Jones	Captain Richard Stanek
Officer John Lenart	Officer David Stichter
	Officer Timothy Trebil



## Chief's Award of Merit

The Chief's Award of Merit may be presented to a department member for performance resulting in improved operations, outstanding community service, or substantial savings in organizational costs.

Civilian John Baumann	Civilian Gayle Mitchell
Civilian Carol Brusegar	Officer Cory Saba
Officer David Clifford	Dr. Kent Schwitzer (ERU)
Lieutenant Alva "Bud" Emerson	Civilian Barbara Scott
FBI Special Agent Steve Gilkerson	Lieutenant Robert Skomra
Sergeant Arthur Hart	Lieutenant Dennis Stellburg
Lieutenant Christopher Hildreth	Officer Kara Trobec
Lieutenant Shirleen Hoffman	Lieutenant Dorothy Veldey-Jones
Inspector David Indrehus	Civilian Kathy Zierke



*gold bar*

## Unit Citation Award

The Unit Citation Award may be awarded to a unit, precinct, or division, at the discretion of the Chief of Police for exemplary service or a specific action.

Organized Crime Unit  
CCP/SAFE

# 1998 Citizen Awards

The vast preponderance of incidents that the police handle comes to the attention of the police through information provided by citizens. Consequently, citizen cooperation with the police is the vital link for effective order maintenance and crime control.

Awards are presented to exemplary citizens in recognition of outstanding service to the department or for assistance in other law enforcement efforts.

The Minneapolis Police Department recognizes the following citizens for their distinguished participation and action that went above and beyond the call of the ordinary citizen.

## Second Precinct

Rick Lawrence Anderson  
Deon Marie Gruye  
Joseph Elliot Lompart  
Michael Rainville  
Susan Kay Ramirez  
Megan Jean Reiff  
Chad Michael Slipka  
Derek Randall Washington

## Third Precinct

Dennis B. Dischinger  
Tina Rose Dunkley  
Michael Kragt  
Raymond Fru Mambo  
Todd Mayes  
Richard Oaks

## Fourth Precinct

Harold James Austerman  
Tonya Boner  
Todd Carlton  
Gladys Dahl  
Willie Ralph Fleming  
Lisa Diane Franklin  
Wayne Garnett  
Charles J. Kane  
Glen Ordeen Petersen  
Mark Steven Rankos  
Carl Rothausen  
Stanley Stone  
Thao Vang  
Joyce Marie Wetterhahn  
Kevin Williams

## Fifth Precinct

James Douglas Anderson  
Debra Elizabeth Dixon  
Chris Dolan  
Kenneth Charles Evers, Jr.  
Stephanie Lynn Ferrell  
Leon Jon Hammer  
David Robert Mullen  
Derek Olson  
Gregory Allen Smith  
James Douglas Anderson  
Debra Elizabeth Dixon  
Chris Dolan  
Kenneth Charles Evers, Jr.  
Stephanie Lynn Ferrell  
Leon Jon Hammer  
David Robert Mullen  
Derek Olson  
Gregory Allen Smith

# Profile of Police Service Demand

This section presents statistical information about the major types of services which the public demands from the Minneapolis Police Department. The data has been selected to convey several key realizations about the work of the police department:

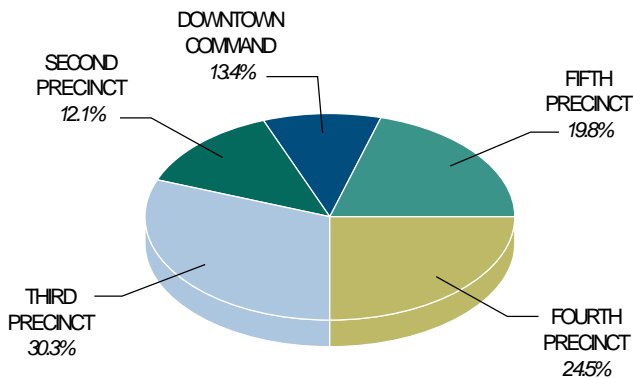
- City policing entails much more than law enforcement and control of crime. Police are called upon to resolve family problems, deal with various other citizen conflicts, and respond to a miscellany of non-criminal emergencies, many of which, pose a serious threat to persons and property.
- Police are primarily reactive in their tactics. The vast majority of criminal

incidents that the police handle come to the attention of the police through information provided by citizens. Consequently, citizen cooperation with the police is the vital link for effective order maintenance and crime control.

Over the past few years, the department embarked on efforts to better serve the public by more efficient utilization of resources. In 1990, the department instituted a telephone report line called Tele-Serve, which reduces the need to send a squad to every call— a more costly resource.

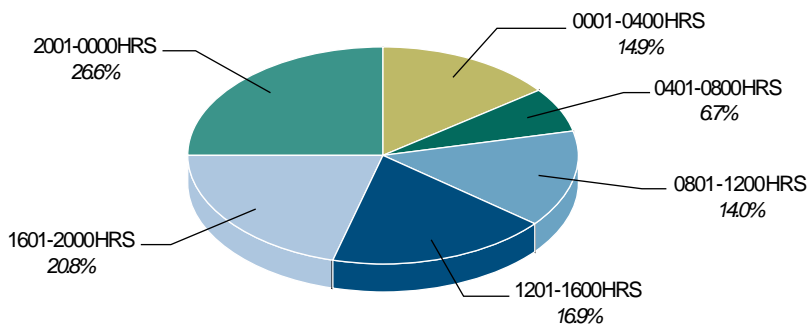
**FIGURE 4**

**Police Calls for Service Dispatched by Precinct 1998**



**FIGURE 5**

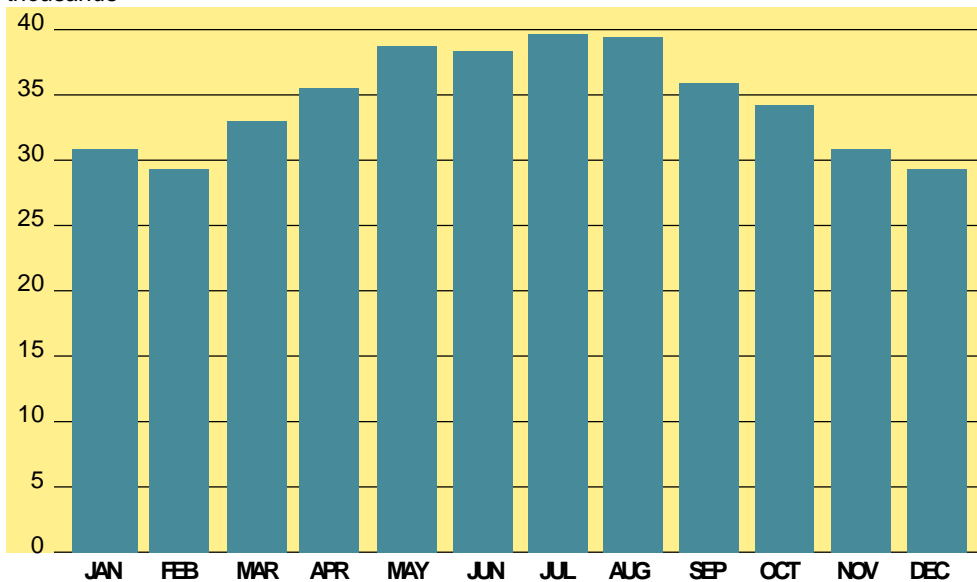
**Police Calls for Service Dispatched by Time of Day 1998**



**FIGURE 6**

**Police Calls for Service Dispatched by Month 1998**

thousands



January	7.30%
February	7.10
March	8.11
April	8.53
May	9.20
June	9.13
July	9.47
August	9.43
September	9.91
October	8.39
November	7.44
December	7.00
<b>Total</b>	<b>100%</b>

FIGURE 7

**Total Calls for Police Service Processed by the Minneapolis Emergency Communications Center  
1989 - 1998**

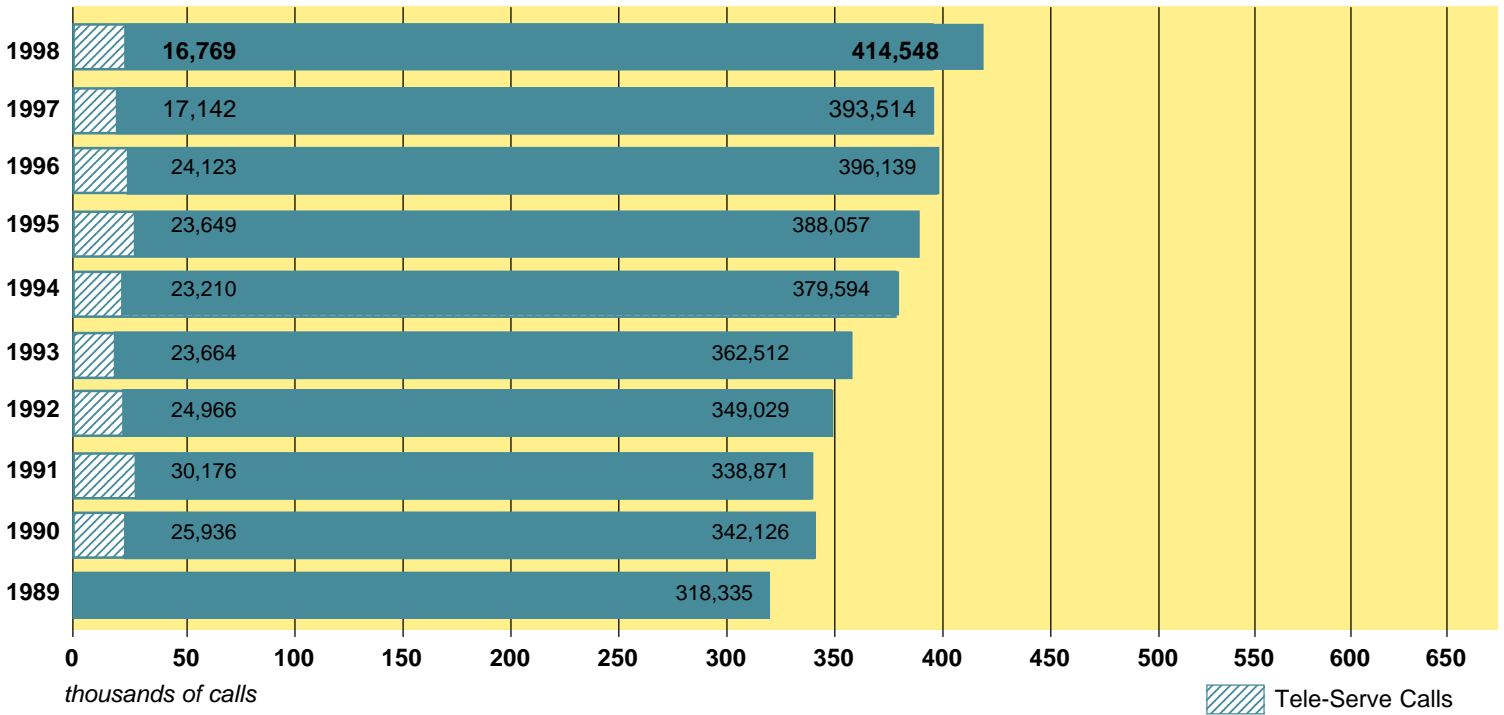


FIGURE 8

**Call Breakdown: Service vs Crime  
1998**

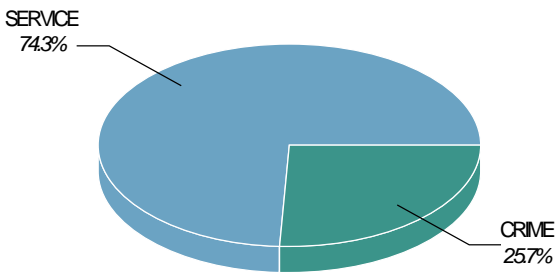


FIGURE 9

**Summary of Service Calls  
1998**

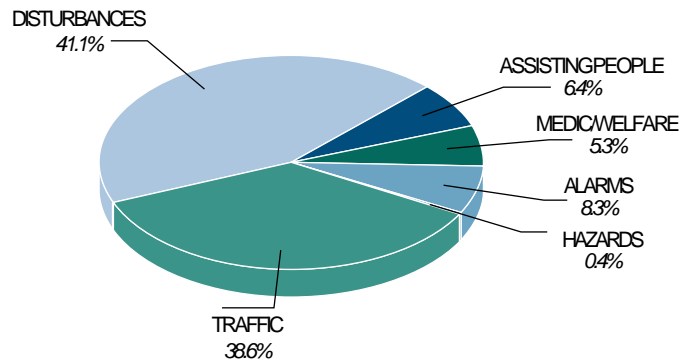


FIGURE 10

**Summary of Crime Calls  
1998**

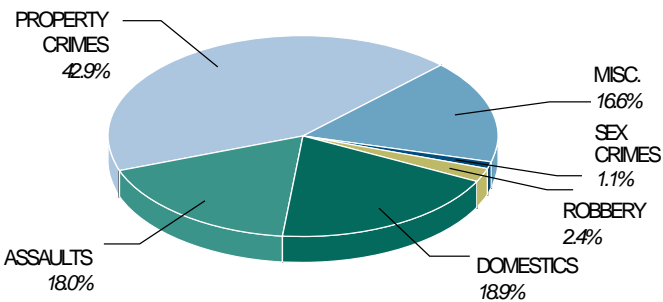
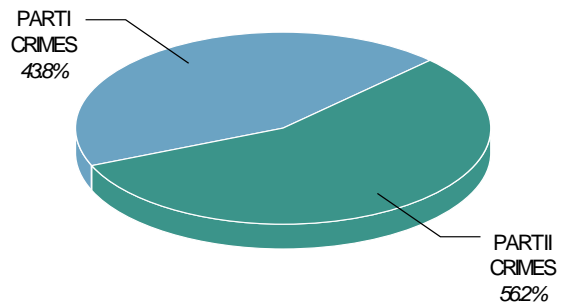


FIGURE 11

**Summary of Part I & Part II Crime Calls  
1998**



## Crime in Minneapolis

Tables 4, 5, 6 and 7 consist of statistics that profile crime in the city. Such statistics meet the requirements of the Uniform Crime Reports (UCR) of the Federal Bureau of Investigation. The FBI compiles and publishes crime data for the nation on a regular basis. The Uniform Crime Reports are divided into Part I and Part II

crimes. Part I offenses are considered to be the more serious crimes, including violent crimes. Other less serious crimes are classified as Part II crimes. Some of the Part II crime statistics, such as prostitution and narcotics, are a result of increased proactive enforcement activity by officers.

TABLE 4

### Major Offenses Reported to the Police, Uniform Crime Reports Basis 1994-1998

<i>Major Offenses (UCR Part I)</i>						<i>Percent Change</i>
<i>Offense Classification</i>	<i>1994</i>	<i>1995</i>	<i>1996</i>	<i>1997</i>	<i>1998</i>	<i>1997-98</i>
Criminal Homicide	62	97	83	58	59	+1.7
Forcible Rape	626	606	557	575	487	-15.3
Robbery	3,472	3,577	3,269	3,325	2,400	-27.8
Aggravated Assault	3,023	2,877	3,000	2,860	2,695	-5.8
Burglary	8,927	8,069	7,717	8,302	6,561	-21.0
Larceny-Theft	21,463	21,820	20,800	20,945	18,304	-12.6
Motor Vehicle Theft	4,227	5,441	5,689	5,834	4,540	-22.2
Arson	450	449	497	391	427	+9.2
<b>Total Major Offenses Reported (Part I)</b>	<b>42,250</b>	<b>42,936</b>	<b>41,612</b>	<b>42,287</b>	<b>35,473</b>	<b>-16.1%</b>
<i>Other Offenses (UCR Part II)</i>						
Simple Assault	12,359	11,989	13,541	13,564	12,683	-6.5
Vandalism	8,734	8,183	7,849	8,297	7,864	-5.2
Weapons Violation	838	1,049	940	914	849	-7.1
Prostitution	880	555	678	1,116	1,275	+14.2
Sex Offenses	903	808	749	846	673	-20.4
Narcotic Drug Laws	2,764	2,737	2,795	3,260	4,202	+28.9
Driving Under Influence	2,012	1,680	1,363	1,315	1,433	+9.0
All Other Part II	10,243	11,176	10,721	12,736	16,548	+29.9
<b>Total Part II</b>	<b>38,733</b>	<b>38,177</b>	<b>38,636</b>	<b>42,048</b>	<b>45,527</b>	<b>+8.3%</b>
<b>Total All Crimes</b>	<b>80,983</b>	<b>81,113</b>	<b>80,248</b>	<b>84,335</b>	<b>81,000</b>	<b>-4.0%</b>

TABLE 5

### Major Offenses Reported to the Police, (UCR Part I) Comparison Among Precincts 1998

<i>Offense Classification</i>	<i>2nd</i>	<i>3rd</i>	<i>4th</i>	<i>5th</i>	<i>Downtown Command</i>	<i>Total</i>
Criminal Homicide	8	23	19	6	3	59
Forcible Rape	49	173	133	66	66	487
Robbery	162	809	670	399	360	2,400
Aggravated Assault	186	866	1,121	261	261	2,695
Burglary	938	2,202	1,823	1,298	300	6,561
Larceny	2,414	4,775	3,140	3,698	4,277	18,304
Motor Vehicle Theft	538	1,669	1,195	647	491	4,540
Arson	52	139	185	42	9	427
<b>Total Part I Offenses</b>	<b>4,347</b>	<b>10,656</b>	<b>8,286</b>	<b>6,417</b>	<b>5,767</b>	<b>35,473</b>
<b>% by Precinct</b>	<b>12.3</b>	<b>30.0</b>	<b>23.4</b>	<b>18.1</b>	<b>16.3</b>	<b>100.0%</b>

## Profile of Police Performance

This section presents statistical information selected to show, at least in a summary manner, how the Minneapolis Police Department performed.

### Persons Arrested in 1998

Tables 6 and 7 present an analysis of persons arrested for offenses in 1998.

TABLE 6

#### Total Persons Arrested, 1994-1998

	1994	1995	1996	1997	1998	Percent Change 1997-98
<i>Major Offenses (UCR Part I)</i>						
Criminal Homicide	67	131	71	41	59	+43.9
Forcible Rape	212	213	191	170	160	-5.9
Robbery	658	634	623	593	448	-24.5
Aggravated Assault	1,177	1,172	1,079	1,086	1,132	+4.2
Burglary	616	532	503	549	488	-11.1
Larceny	2,265	2,242	2,052	2,072	2,129	+2.8
Motor Vehicle Theft	830	1,605	844	894	700	-21.7
Arson	31	22	31	17	55	+223.5
<b>Total Part I Arrests</b>	<b>5,856</b>	<b>6,551</b>	<b>5,394</b>	<b>5,422</b>	<b>5,171</b>	<b>-4.6</b>
<i>Other Offenses (UCR Part II)</i>						
Simple Assault	4,921	4,955	4,784	4,621	4,605	-0.3
Vandalism	1,115	724	1,137	1,314	1,204	-8.4
Weapons Violations	838	1,285	939	891	847	-4.9
Prostitution	1,175	901	1,020	1,719	2,028	+18.0
Other Sex Offenses	97	112	95	111	99	-10.8
Narcotic/Drug Laws	3,099	3,150	2,811	3,050	4,512	+47.9
Driving Under Influence	2,089	1,443	1,369	1,319	1,437	+8.9
Other Part II Offenses	9,827	10,516	11,320	14,136	19,738	+39.6
<b>Total Part II Arrests</b>	<b>23,161</b>	<b>23,086</b>	<b>23,675</b>	<b>27,161</b>	<b>34,470</b>	<b>+26.9</b>
<b>Total Arrests</b>	<b>29,017</b>	<b>29,637</b>	<b>29,069</b>	<b>32,583</b>	<b>39,641</b>	<b>+21.7</b>

TABLE 7

#### Total Persons Arrested in 1998 Comparison Among Precincts

	2nd	3rd	4th	5th	Downtown Command	Total
<i>Major Offenses (UCR Part I)</i>						
Criminal Homicide	4	23	21	9	2	59
Forcible Rape	18	48	51	20	23	160
Robbery	45	153	109	66	75	448
Aggravated Assault	93	298	457	136	148	1,132
Burglary	74	128	184	69	33	488
Larceny	197	569	369	356	638	2,129
Motor Vehicle Theft	60	266	255	75	44	700
Arson	3	23	21	8	0	55
<b>Total Part I Arrests</b>	<b>494</b>	<b>1,508</b>	<b>1,467</b>	<b>739</b>	<b>963</b>	<b>5,171</b>
<i>% by Precinct</i>	<b>9.6</b>	<b>29.2</b>	<b>28.4</b>	<b>14.3</b>	<b>18.6</b>	<b>100.0%</b>
<i>Other Offenses (UCR Part II)</i>						
Simple Assault	512	1,390	1,441	685	577	4,605
Vandalism	103	430	330	211	130	1,204
Weapons Violation	49	270	320	137	71	847
Prostitution	41	1,148	469	309	61	2,028
Sex Offenses	7	24	28	14	26	99
Narcotic Drug Laws	302	1,568	1,323	591	728	4,512
Driving Under Influence	205	341	349	312	230	1,437
Other Part II Offenses	1,770	5,583	3,683	3,335	5,367	19,738
<b>Total Part II Arrests</b>	<b>2,989</b>	<b>10,754</b>	<b>7,943</b>	<b>5,594</b>	<b>7,190</b>	<b>34,470</b>
<i>% by Precinct</i>	<b>8.7</b>	<b>31.2</b>	<b>23.0</b>	<b>16.2</b>	<b>20.9</b>	<b>100.0%</b>
<b>Total Part I &amp; II Arrests</b>	<b>3,483</b>	<b>12,262</b>	<b>9,410</b>	<b>6,333</b>	<b>8,153</b>	<b>39,641</b>
<i>% by Precinct</i>	<b>8.8</b>	<b>30.9</b>	<b>23.7</b>	<b>16.0</b>	<b>20.6</b>	<b>100.0%</b>

# Traffic Hazards in Minneapolis

Table 8 and Figures 12, 13, 14 and 15 profile the traffic accident patterns during 1998.

Reducing the traffic hazard in the city is a major endeavor for the Minneapolis Police Department. A vigorous traffic law enforcement policy is in place and is anticipated to reduce accidents.

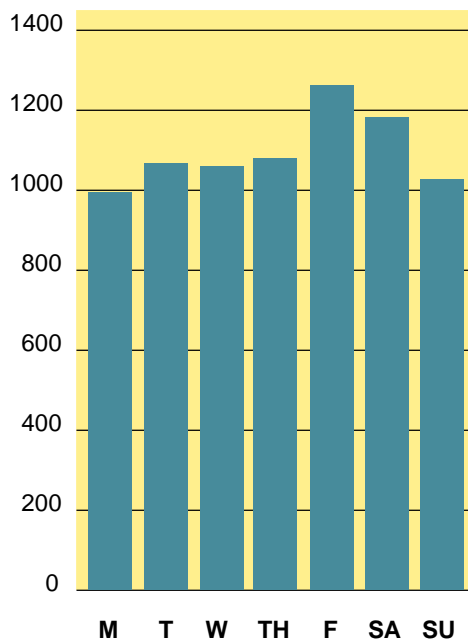
**TABLE 8**

**Analysis of Traffic Accidents 1998**

Type of Accident	Total	Property Damage Only	Injury	Involving Fatality	% of Total Accidents
Head On	205	132	72	1	2.7
Rear End	1,231	662	568	1	16.2
Right Angle	1,625	723	898	4	21.4
Left Turn	517	215	301	1	6.8
Fixed Object	893	692	201	0	11.8
Side Swipe	602	474	128	0	7.9
Parked Vehicle	1,437	1,328	108	1	18.9
Parking	148	132	16	0	1.9
Backing	106	100	6	0	1.4
Train	4	3	1	0	0.1
Right Turn	91	62	29	0	1.2
Pedestrian	383	15	360	8	5.0
Bike	348	49	298	1	4.6
<b>Total Accidents</b>	<b>7,590</b>	<b>4,587</b>	<b>2,986</b>	<b>17</b>	<b>100.0%</b>

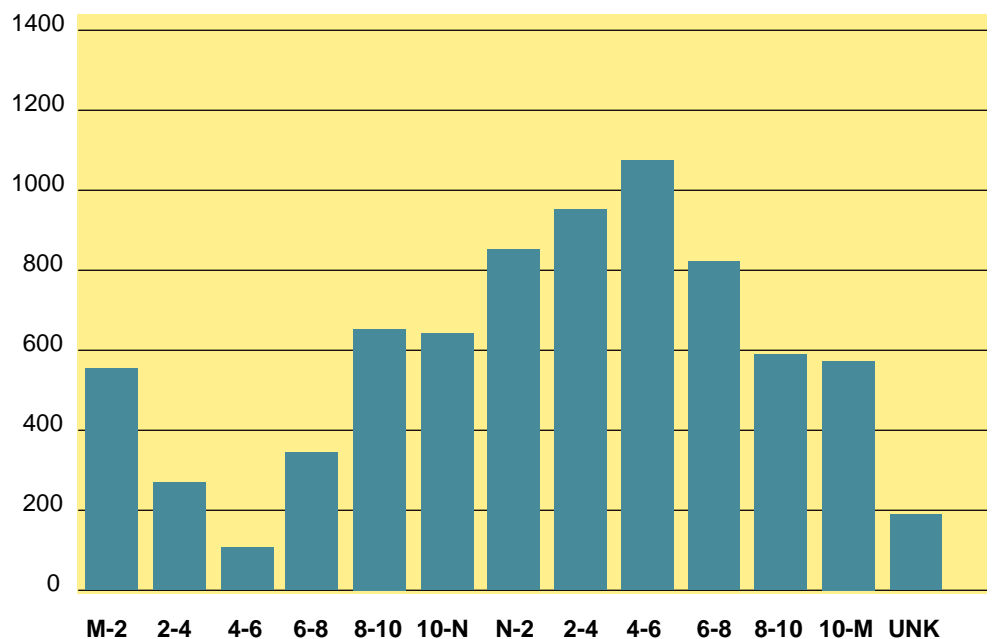
**FIGURE 12**

**Distribution of Accidents by Day of Week 1998**



**FIGURE 13**

**Distribution of Accidents by Time of Day 1998**



# Improving Traffic Safety

The purpose of the police department's traffic regulation activities is to minimize the threat to life and property due to vehicles using public streets. The Department employs three main tactics which have proven to have a definite, although not always an easily measurable, impact on improving traffic safety.

The first tactic consists of traffic control during occasions of high and dangerous vehicular or pedestrian congestion. Sporting events, parades, disasters, and fires are good examples of such occasions.

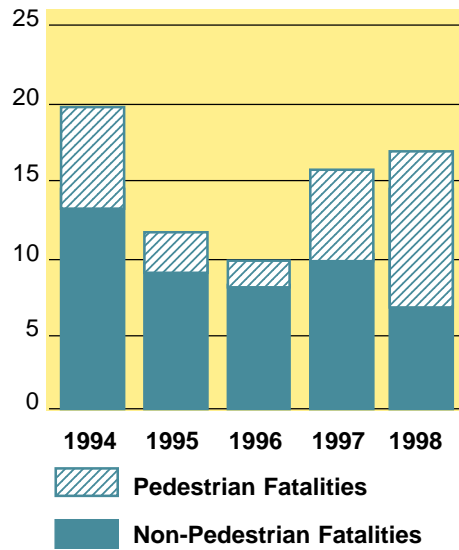
The second means of obtaining better traffic safety involves traffic accident

investigation. Investigations may result in a citation, penalizing the individuals responsible for the accident. However, the investigation may indicate a lack of adequate signals or a hazardous street configuration as contributors to accidents. These findings are referred to the city's traffic and street engineering experts.

The third and principal traffic safety tactic is vigorous law enforcement, particularly hazardous violations such as reckless driving and driving while intoxicated. Such enforcement has resulted in a noticeable decline in the number of accidents and accident related injuries and fatalities.

**FIGURE 14**

**Fatal Accidents  
1994 - 1998**



**FIGURE 15**

**Total Accidents  
1994 - 1998**

