

\$184 million dollars.

880 police officers. 1 contract.

The Minneapolis City Council has a unique opportunity to make sensible and significant changes to the Minneapolis police contract.



Eliminate officer fatigue

Why? Currently, per the contract, there are no limitations on the number of hours worked. Officer exhaustion impairs judgement which leads to increased use of force and ethical breaches.

Suggested language revision:

20.01 This Article is intended to define and provide the basis for the calculation of overtime pay or compensatory time off, as applicable. Nothing herein shall be construed as a guarantee of overtime work. All employees may be required to work overtime. Except in an emergency as declared by the Mayor and/or Police Chief, employees shall not be required or permitted to work greater than 50 hours per week, including regular work hours, overtime, and all approved off-duty work as covered by this contract.



Mandatory mental health screenings

Why? Officers experience significant stress throughout the line of duty. Yet there is no provision for regular psychological testing in the collective bargaining agreement or the MPD policy manual.

Suggested added language:

31.02 Circumstances Requiring Fitness For Duty Examination. The Department may require an employee to be examined under this Article in the circumstances described below.

(f) Where an officer previously employed by another law enforcement department is hired by the Minneapolis Police Department.

(g) Every three years.



More flexible staffing

Why? Management needs greater flexibility to select appropriate officers for assignments based on skill, experience, and conduct.

Suggested language revision:

17.02, subd. 1(a) The total number of Bid Assignments for employees in the rank of Police Officer shall be not less than ~~seventy percent (70%)~~ fifty percent (50%) of the number of employees in the classification of Police Officer as of the date of posting.

Additional Recommendations

Topic	Contract Section	Summary
City Charter compliance	12.01 13.08, subd 1 19.03 26.01, subd 4	Change language in the contract to comply with language in the city charter regarding Mayor's responsibility over police department
State law compliance with responsible authority	12.03	Change language in the contract to comply with state law regarding proper "responsible authority" overseeing personnel data
Training decisions as management right	Article 5	Ensure training decisions remain a management right, including determining what constitutes appropriate or inappropriate training
Prohibiting personal time indemnification	Article 9	Prohibit indemnification for actions occurring purely on personal time
Reset mechanism: discipline practices and standards	Article 11	Add reset mechanism to the contract to maintain consistent discipline practices and standards
Disciplinary matrix	12.01	Clarify that discipline will be consistent through use of the disciplinary matrix
48 hour-rule for critical incidents	12.04	Clarify vague language "impractical due to the immediacy" and replace with clear standard
New hire alignment with MPD values	13.08, subd 1	Ensure experienced officers hired by MPD are familiar with MPD policies, procedures, expectations, and values
Clearer conduct expectations	13.09, subd 1	Strengthen language as to standards for employee performance
Supervisory staffing levels	16.02	Supervisory staffing levels are a management right consistent with other city labor contracts
Testing for anabolic steroids	Article 30	Anabolic steroid abuse is harmful to the health of officers and the use of these drugs can cause psychological changes that endanger the community

Recommendations compiled by Mpls for a Better Police Contract
mplsforabetterpolicecontract.org