

## City of Minneapolis and U.S. Department of Justice Consent Decree Common Questions

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What is the difference between the federal consent decree and the Minnesota Department of Human Rights (MDHR) settlement agreement?

The federal consent decree is an agreement with the United States Department of Justice (DOJ) that is filed in federal court. If approved by the federal court, the monitor acts as the agent of the court and is required to regularly report directly to the court on the City's progress; in that sense, the federal court is monitoring the City's progress.

The MDHR settlement agreement was filed in State court. The monitor is not an agent of the State court, and the State court's evaluation of the City's progress and compliance is not triggered until a party moves to terminate part or all of the MDHR settlement agreement.

The federal consent decree includes and builds upon many of the requirements in the MDHR settlement agreement. The federal consent decree also contains requirements that are not included in the MDHR settlement agreement since the jurisdiction of the DOJ (federal law and Constitution) is different from the jurisdiction of the MDHR.

### 2. How much will this cost the City?

The City has taken steps to plan for a federal consent decree and has accounted for costs associated with this in the budgeting process. The budgeted costs for implementing the state's settlement agreement is nearly \$15 million in 2025.

### 3. How long will the City be under the federal consent decree?

It could take several years. The City will be under both the MDHR settlement agreement and federal consent decree until the City has achieved full and effective compliance, which means that the requirements have been incorporated into policy, and relevant personnel has been trained and held accountable such that the requirements are carried out in practice. Compliance needs to be attained and then sustained for one to two years.

### 4. How can I get updates on the federal consent decree?

The City is committed to transparent communication on its police reform work, including progress on the federal consent decree. You can get updates here on the City website or on ELEFA's website here.

## 5. What is the purpose of the federal consent decree?

The purpose is to build upon the reforms underway to improve public safety and community trust in the City and MPD, and to resolve the DOJ's claims.

## 6. What does this mean for the monitor (ELEFA)?

The federal consent decree states that the DOJ and City agree that the monitor for the MDHR settlement agreement will be appointed as the monitor and team for the federal consent decree. In other words, assuming court approval and ELEFA agreement, ELEFA will monitor both the federal consent decree and the MDHR settlement agreement.

## 7. Does anything in the federal consent decree conflict with the MDHR settlement agreement?

The City was careful to align many requirements of the federal consent decree with the provisions of the MDHR settlement agreement to avoid conflicts. The coordination will become most clear as the monitor develops the evaluation criteria. If the monitor concludes that there are federal consent decree provisions that render parts of the MDHR settlement agreement not possible, the MDHR settlement agreement already states that MDHR and the City will re-negotiate those provisions so that they are consistent with the federal consent decree.

## 8. Can you provide a timeline of this process?

- The DOJ issued its findings from its investigation.
- The City and the DOJ negotiated an agreement, known as a federal consent decree.
- The federal consent decree will be filed in federal court.
- If the judge approves, it will be entered as a court order, making it enforceable by the court.
- The federal consent decree can only be terminated when the City reaches full and effective compliance, as defined by the decree.