



# After Action Reviews:

The Shooting of Davis Moturi  
The Death of Allison Lussier

April 22, 2026

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## Overview

The Office of  
City Auditor

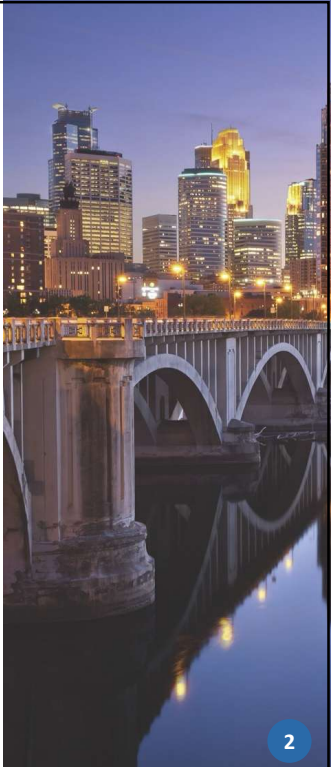
Background

Objectives

Scope & Methodology

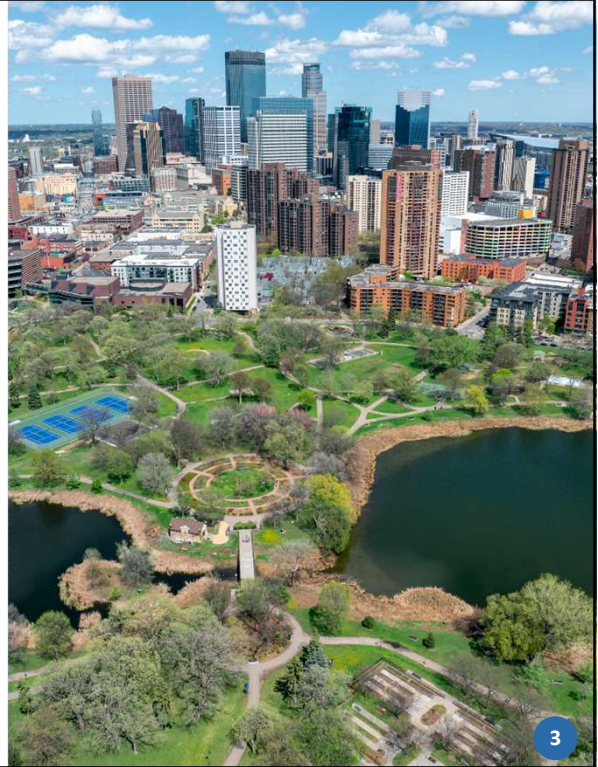
Findings &  
Recommendations

Questions & Action



## The Office of City Auditor

- City Charter MCO § 4.2(g)(6)
  - The Office of City Auditor has “jurisdiction over City Council and over each board, commission, committee, department, officer, employee, and other agency or agent, who must cooperate with any audit or inquiry and furnish any information that the Auditor requests”
- MCO § 8.130, in part:
  - It is the duty and obligation of the city auditor to conduct examinations of city operations to improve the management of city policies, functions, and programs.
  - The city auditor shall organize the auditor's office to operate independently and free from interference or undue influence which might adversely affect the independent and objective judgement of the city auditor and the city auditor's staff.



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## The Office of City Auditor

- Mission
  - We strengthen public trust in City government by delivering independent, objective, and risk-informed oversight, assurance, and advisory services.
  - We safeguard public resources by identifying risks, promoting accountability, ensuring compliance, and supporting effective and transparent City operations.
- Auditing Standards
  - U.S. GAO *Government Auditing Standards*
  - Institute of Internal Auditors *Global Internal Audit Standards*
- <https://www.minneapolismn.gov/government/departments/auditor>



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## Amplified Independence

- Community, City Council, & Audit Committee request for contracted independent evaluator
  - March 2025                      Office of City Auditor Accepted Reviews
  - April 2025                      Request for Proposals
  - June 2025                      Contracted with law firm Hogen Adams, PLLC
- Hogen Adams, PLLC was engaged to:
  1. Provide an additional layer of independent review
  2. Partner on conducting these after-action reviews
  3. Prepare the report being released today



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## Two After Action Reviews



### Purpose/Scope:

To collect sufficient and detailed data as to allow for departmental and City leadership-level analysis and subsequent adjustments to training, policies and procedures, or processes.

### This review was not:

A labor relations investigation. We did not determine if individual City employees violated policy or otherwise engaged in wrongdoing.

A criminal investigation. No recommendations are made in this report that should be construed as an opinion for consideration in favor of or against criminal prosecution.

### The Shooting of Davis Moturi

- The Moturis made 38 calls to 911 between October 2023 and October 2024 to report allegations of ongoing harassment from neighbor, John Sawchak.
- Mr. Moturi was shot on October 23, 2024

### The Death of Allison Lussier

- Ms. Lussier or individuals close to her made 12 calls to 911 related to domestic violence allegedly perpetrated by Charles Foss.
- Ms. Lussier was found deceased on February 22, 2024

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## Methodology

**Hogen Adams, PLLC:** Three attorneys & one paralegal  
**Office of City Auditor:** City Auditor, Director of Internal Audit, two Community Safety Senior Auditors

### Document Review

- MPD policies, procedures, special orders, and memoranda
- MPD Police Information Management System reports (“police reports”)
- MPD phone logs and relevant email correspondence
- Minneapolis Emergency Communication Center Computer-Aided Dispatch reports
- 911-call audio recordings
- MPD body-worn camera footage
- Publicly available court documents
- News articles related to these case files

### Volume

- 49,000 pages of documents
- 75 hours of body-worn camera and other video footage

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## Methodology

### Interviews

- MPD Police Chief Brian O’Hara
- HCA Mary Moriarty
- 10 individuals specific to Moturi Case
- 22 individuals specific to Lussier Case
- Multiple interviews with some of these individuals

### Obstacles & Limitations

- Early resistance from individual MPD officers
- Unable to interview four officers who had either left the department or taken leaves of absence
- Authority limited to City of Minneapolis
  - We were unable to directly access certain county records
  - We were able to meet evidentiary needs by reviewing documents held in MPD’s possession or shared with us by County officials
  - Recommendations for County or State consideration must be championed by City staff

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## Executive Summary

### Overarching Themes

- Response capacity
- Application of policy and law
- Documentation, evidence gathering, & case continuity
- Internal & interagency communication
- Public communication & community trust
- Promising practices

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## Response Capacity

- Delayed response times occurred due to staffing shortages, heavy call loads, and shift-change gaps
- In the Moturi case, slower responses reduced opportunities to intervene as threats escalated
- In the Lussier case, delays compounded already strained domestic abuse investigations



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## Application of Policy and Law

- Officers demonstrated inconsistent understanding of critical legal and procedural tools:
  - Harassment Restraining Orders vs. Orders for Protection
  - Warrant execution limits
  - “72 Hour Rule”
- Differences influenced arrest decisions, case escalation, and the accuracy of information provided to victims
- On the Lussier case, differing views on Crime Lab involvement highlighted a need for more consistent protocols



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## Documentation, Evidence Gathering, and Case Continuity

- Reporting practices varied widely, including:
  - Incomplete witness statements
  - Missing victim forms
  - Inconsistent injury documentation
  - Inconsistent use of flags for bias, weapons, or repeat conduct
- In the Moturi case, documentation of officer follow-up was inconsistent, reducing situational awareness across shifts
- In the Lussier case, incomplete early documentation weakened later investigations



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## Internal and Interagency Communication – Tone at the Top

- Information did not consistently reach officers or investigators across units or shifts, resulting in missed opportunities for escalation
- In the Moturi case, a gun-threat report was not escalated before he was shot on a later date
- MPD's Chief of Police and the Hennepin County Attorney had not communicated for many months, a breakdown acknowledged by both
- Leadership-level disconnects like this influence expectations, coordination, and operational alignment
- Strained relationships at senior levels created ripple effects through the organization



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## Public Communication and Community Trust

- Messaging from MPD leadership was at times premature, underinformed, and inaccurate
- Misstatements played into longstanding distrust among communities disproportionately affected by violence



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## Promising Practices

- Officers often demonstrated strong situational awareness, de-escalation techniques, victim-safety focus, and a desire to facilitate advocacy connections
- Many officers showed initiative through return visits, directed patrols, efforts to improve victim safety
- Many officers communicated empathetically and professionally with victims and families during calls, demonstrating practices that build confidence and trust
- Several officers applied standards accurately and communicated them clearly to victims under challenging circumstances
- Corrective actions were implemented across many of the areas of concern while these reviews were still underway

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*MPD personnel at all levels expressed a sincere desire to strengthen MPD's response to domestic violence, repeat calls, and high-risk cases.*

*Corrective actions were implemented across many of the areas of concern while these reviews were still underway.*

”

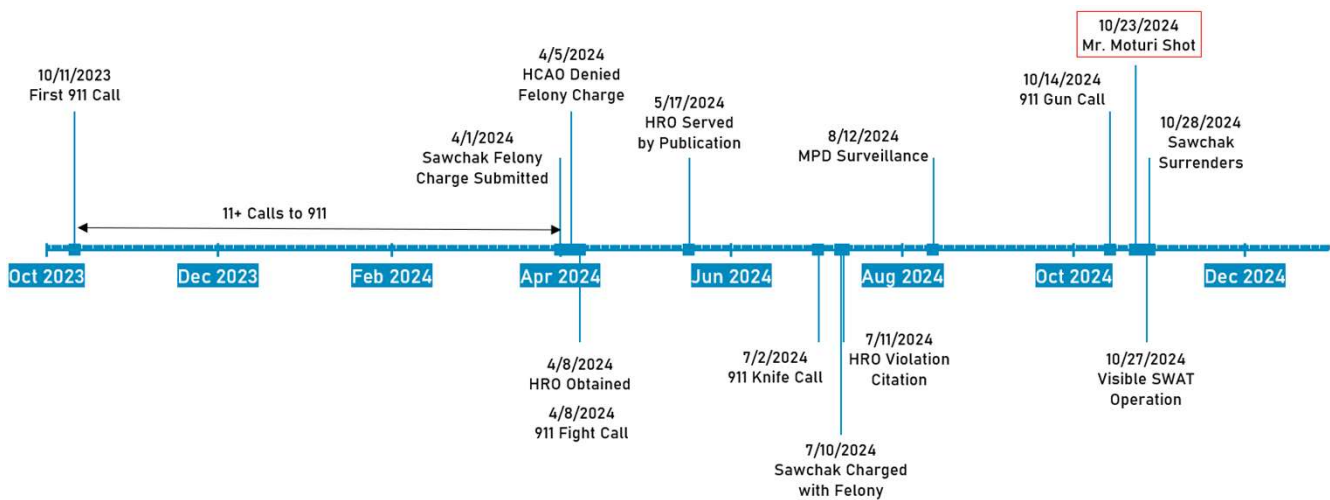
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# The Shooting of Davis Moturi

## Timeline of Moturi Case Events





## Case Summary

- In all, the Moturis made **38 calls** to 911 between **October 2023 and October 2024** to report alleged ongoing harassment.
- Reports resulted in gross-misdemeanor and felony charges against Mr. Sawchak and two additional warrants for his arrest.
- MPD has consistently stated they were unable to arrest Mr. Sawchak because he always retreated into his home when officers responded to calls or drove by the area.

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## Case Summary

- **September 2023:** Davis and Caroline Moturi moved into their home on Grand Avenue.
- John Sawchak was the subject of numerous complaints by other neighbors. He had an active misdemeanor warrant stemming from a neighbor's harassment allegations.
- **October 11, 2023:** Mr. Moturi made 911 calls to report that Mr. Sawchak yelled racial slurs at him and threatened him if he touched a tree on their shared property line. Mr. Sawchak allegedly set up a sprinkler to spray water on the side of the Moturi home.
  - Officers turned off the sprinkler and were called back later that day for the same reason.
  - Officers took the hose on the second call and inventoried it at Property & Evidence.
  - No criminal charges were filed based on this incident.

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## Case Summary

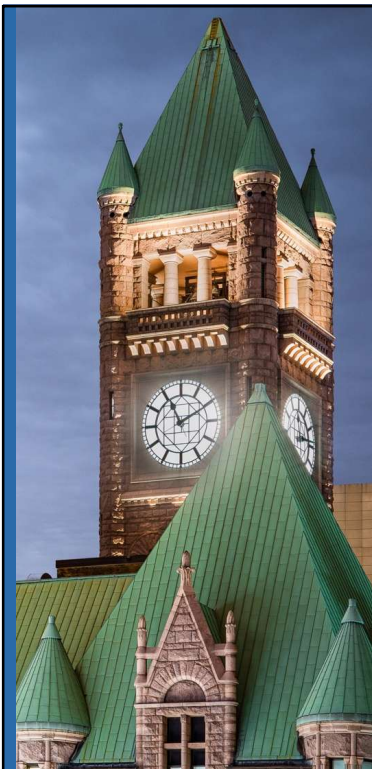
- Through the fall and winter of 2023 to 2024, Mr. Sawchak allegedly yelled at and harassed the Moturis continuously when he saw them outside their home.
- We were told that Mr. Sawchak frequently yelled threatening and racially charged comments at Mr. Moturi.
- **March 1, 2024:** Mr. Moturi reported an incident where Mr. Sawchak approached him holding a gardening tool and threatened him.
- **March 11, 2024:** Mr. Moturi reported property damage and harassment to MPD.
  - Corresponding police report noted Mr. Sawchak's pattern of racially charged harassing and threatening behavior and flagged a racial bias.



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## Case Summary

- MPD forwarded the March 1 and March 11, 2024, reports to HCAO and recommended felony charges. HCAO declined charging.
- As a result, the Minneapolis City Attorney's Office charged Mr. Sawchak with gross misdemeanor harassment.
- **April 8, 2024:** Mr. Moturi obtained a Harassment Restraining Order.
  - Fifth Precinct leadership notified officers of the HRO by email.
  - Officers responded to a call regarding a physical altercation.
  - Responding officers had not yet seen the HRO email notification.
  - Mr. Sawchak refused to identify himself and was not detained while officers attempted to identify him.
  - When the officers questioning him briefly stepped away to talk to an EMT, Mr. Sawchak retreated into his house.



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## Case Summary

- Mr. Sawchak's alleged harassment continued to escalate through the spring and summer of 2024
- Mr. Moturi made numerous police reports about Mr. Sawchak's behavior, including allegations that Mr. Sawchak:
  - Yelled threats at the Moturis when he saw them outside their home
  - Directed racial slurs and racially charged comments at Mr. Moturi
  - Disrupted the Moturis' sleep by making loud noises overnight
  - Dumped urine, feces, and garbage onto the Moturis' yard and into their mail slot
  - Threw objects at Mr. Moturi from the upstairs window of his house
  - Spat at Mr. Moturi
  - Brandished a knife at Mr. Moturi on at least four occasions

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## Case Summary

- MPD patrol officers would:
  - Take a reports.
  - Collect evidence including pictures of alleged property damage and footage from the Moturis' security camera or cell phones.
- Officers typically attempted to make contact with Mr. Sawchak, but he never answered the door.

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## Case Summary

- A localized community response team was assigned to monitor Mr. Sawchak's house and arrest him if officers observed him leave.
  - We were told that officers on the team conducted over 20 drive-by and visual observation details of various lengths, most of which were unfortunately not documented.
- **October 14, 2024:** Mr. Moturi called 911 to report that Mr. Sawchak leaned out of his window and aimed a firearm at him. This report was not escalated internally within MPD or forwarded to HCAO for charging at the time of the incident.
- **October 23, 2024:** Mr. Moturi was transported to the emergency room and found to have a gunshot wound.



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## Finding 1

### Finding

MPD officers did not review information disseminated to them about Mr. Sawchak's ongoing harassment before responding to a physical altercation between Mr. Moturi and Mr. Sawchak on April 8, 2024.

### Recommendation

Develop a policy requiring officers to review information and alerts using in-squad resources such as PIMS and CAD while en route in response to an incident.

### MPD Response

- Develop a policy for officers to review information and alerts using squad resources when safe and feasible to do so and will not reduce response time for calls involving threats to life safety.
- Technology solutions will be researched by the Professional Standards Bureau that will allow a single officer in a squad car to complete this research with only a few keystrokes to minimize a longer response time.

### Date of Planned Implementation

November 2026



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## Finding 2

### Finding

Several incidents in the summer and fall of 2024 were either not assigned to an investigator, not escalated to leadership or forwarded to HCAO, or both.

### Recommendation

Develop a procedure for case escalation either within MPD, MCAO, or HCAO when a threshold number of calls regarding a specific individual or address have occurred.

### MPD Response

- Crime analysts are currently tracking neighbor troubles weekly and forwarding them on a Police Information Management System (PIMS) recurring report form.
- Neighbor to Neighbor Mediation Pilot Program jointly developed with NAACP.

### Date of Planned Implementation

Completed

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## Finding 3

### Finding

Patrol officers and localized community response team members did not create incident reports or otherwise document every drive-by and visual observation detail they conducted.

### Recommendation

Develop a procedure for documenting drive-by and visual observation details, including dates, times, and resources utilized, to better track and document department efforts.

### MPD Response

A directive will be implemented for officers to utilize "Directed Patrol" nature code that will track details and Probable Cause pick-ups conducted in VisiNet.

### Date of Planned Implementation

Active Implementation  
May 2026

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## Finding 4

### Finding

Responding officers did not consistently designate that alleged offenses involved bias and/or weapons in the “General Offense Information” section of police reports.

### Recommendation

Reinforce expectations through policy and training for designating bias and weapons involved in incidents within police reports.

### MPD Response

- Chief will send out an Administrative Announcement (AA) reminding officers of the expectations regarding the recommendations.
- Training Division will stress the importance of checking proper codes in PIMS reporting.
- Chiefs’ notification memo was updated to ensure notification is made when a bias crime occurs.

### Date of Planned Implementation

Active Implementation

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## Finding 5

### Finding

Officers had varying levels of knowledge about applicable laws, policy, and resources.

### Recommendation

Incorporate additional training for officers to better understand the law, policy, and procedure related to HROs, e.g., the difference between an HRO and an OFP, resources available to help a victim apply for an HRO, service requirements for temporary and permanent HROs and HRO hearing notices, remedies for HRO violations, and the limitations of HROs.

### MPD Response

The Training Division will work with the City Attorney and victims’ advocates to conduct remedial training incorporated in current roll call trainings.

### Date of Planned Implementation

Active Implementation

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## Finding 6

### Finding

Officers had varying levels of knowledge about applicable laws, policy, and resources.

### Recommendation

Incorporate additional training for officers to better understand the law, policy, and procedure related to the execution of arrest warrants and search warrants. Include provisions on how to communicate what is legally or procedurally unallowable. Develop an informational webpage and contact point for members of the public who have questions.

### MPD Response

- Currently drafting a new warrant policy.
- The community can provide feedback via the Policy Resource Hub located on the Minneapolis Police Department's (MPD's) website.
- Stops, Searches, Citations, and Arrest Policies are actively being worked on through the Settlement Agreement requirements.

### Date of Planned Implementation

Active Implementation

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## Finding 7

### Finding

Staffing shortages contributed to longer response times and low morale among officers.

### Recommendation

Address staffing shortages identified in patrol and investigative units to improve response times and increase MPD's capacity to respond to similar incidents in the future.

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## Finding 7 (cont.)

### MPD Response

- Minneapolis Crime Statistics (MSTAT) meetings have added a requirement for Inspectors to explain outliers in the response-time standards.
- MPD has added a full-time lieutenant to manage citywide calls-for service (CFS) and reallocate personnel across borders to improve response times.
- A booking element was created that manages jail and hospital wait-times has contributed to improved response times by 911 responders.
- A designated squad car was created to cover the gap times between shifts and a prohibition on attending the regular duty roll calls decreased the wait-times of callers with in-progress violence.



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## Finding 7 (cont.)

### MPD Response (continued)

- Chief mandated officers specific requirements in responding to calls to reduce the response times.
- These measures, along with a campaign of roll-call appearances by Chief's Office have resulted in CFS response times being at their lowest since early May of 2020 when the MPD was staffed with over 860 sworn personnel.
- See appendix for Special Orders and Chief's Orders along with a graph showing response times to Priority 1 and Priority 2 calls. This recommendation was completed prior to the report being sent.

### Date of Planned Implementation

Completed



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## Finding 8

### Finding

MPD announced that it would re-staff the Violent Criminal Apprehension Team, which could help with executing high-risk arrest warrants in the future.

### Recommendation

Provide appropriate staff and resources to the Violent Criminal Apprehension Team.

### MPD Response

- Chief created the Violent Criminal Apprehension (VCAT) – started on March 22, 2026.
- Multi-Agency group focused on assisting investigators pick-up suspects and locate key witnesses.
- VCAT also assists with locating and arresting people with outstanding warrants.

### Date of Planned Implementation

Completed

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## Finding 9

### Finding

Inexperienced supervisors contributed to longer response times.

### Recommendation

Consider lateral hiring options to increase the availability of experienced individuals for investigative and leadership positions.

### MPD Response

- Hired a lateral Deputy Chief from Federal Investigations in January 2026.
- Current lateral hires at the officer rank have been assigned into investigative positions.
- The collective bargaining agreement limits hiring civil servants at ranks of sergeant or lieutenant.
- Training for new supervisors will be prioritized as they transfer in and out of patrol and investigator procedures.
- Standard Operating Procedures are being updated for investigators.

### Date of Planned Implementation

Active Implementation

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## Finding 10

### Finding

A backlog of unexecuted warrants exists in Hennepin County, including the City of Minneapolis.

### Recommendation

Consider coordinating efforts with County and State law-enforcement agencies to manage warrant backlogs.

### MPD Response

VCAT includes inter-agency work, which will expand over a period of time.

### Date of Planned Implementation

Completed

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## Finding 11

### Finding

Our review indicated that officers manually compiled calls and reports relating to Mr. Sawchak and Mr. Moturi.

### Recommendation

Implement changes to the CAD/VisiNet system to automatically group calls related to the same individual or address and compile information from related calls.

### MPD Response

- MPD is committed to using modern technology assistant to improve their policing efforts.
- Professional Development Bureau is exploring technology solutions that officer this level of flagging and information sharing.

### Date of Planned Implementation

Active Implementation  
November 2026

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## Finding 12

### Finding

Our review indicated that dispatchers manually enter a flag for repeat calls, alerts for certain addresses or individuals, etc.

### Recommendation

Implement changes to the CAD/VisiNet system to automatically flag repeat calls involving the same individual or address and calls involving an individual with an outstanding warrant or HRO.

### MPD Response

The Patrol Bureau will collaborate with the Minneapolis Emergency Communications Center (MECC) to expand the capability to flag addresses associated with repeat violent calls, extending this authority to all sworn members rather than limiting it to supervisors.

### Date of Planned Implementation

Active Implementation  
June 2026

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## Finding 13

### Finding

HCAO declined felony charges and referred the case to MCAO in April 2024.

### Recommendation

Develop a written procedure for contacting HCAO to ensure appropriate charging and prosecution at an earlier stage for cases involving multiple incidents with the same perpetrator and victim.

### MPD Response

- Investigations Bureau will update Investigative SOP to require documentation of discussions between investigators and prosecutors regarding charges for suspects.
- Create early referral procedures for prosecutors for certain types of cases (repeat victims/offenders, weapons).
- Researching technological platforms that can flag cases with multiple victims/suspects.

### Date of Planned Implementation

Department Researching Solutions and Active Implementation

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## Finding 14

### Finding

Blue Cards contained outdated contact information and resources.

### Recommendation

Update and simplify information for victims contained in Blue Cards.

### MPD Response

Investigations Bureau will update the MPD Blue Card with resource information quarterly.

### Date of Planned Implementation

Active Implementation

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## Finding 15

### Finding

Chief O'Hara and County Attorney Moriarty reported a breakdown of communication between MPD and HCAO leadership.

### Recommendation

Work to repair communications between MPD Chief and County Attorney through a mutually agreed upon mechanism, such as weekly email update exchanges or monthly meetings, to discuss recurring issues such as repeat calls/offenders.

### MPD Response

The Chief is committed to working with a regular cadence of meetings with the Hennepin County Attorney.

### Date of Planned Implementation

Active Implementation

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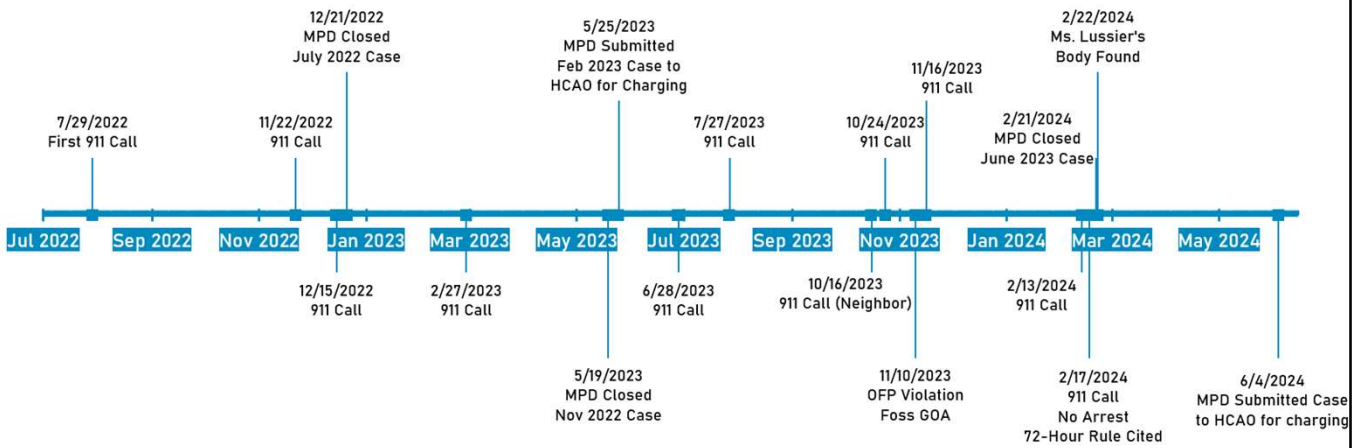
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# The Death of Allison Lussier

## Timeline of Events – Allison Lussier Case



## Case Summary

### 911 Calls

- Allison Lussier, a 47-year-old Native American woman and longtime Minneapolis resident, was found dead in her apartment on February 22, 2024.
- In the nearly two years leading up to her death, Ms. Lussier made at least nine 911 calls accusing her on-and-off boyfriend, Charles Foss, of domestic abuse.
- Ms. Lussier's final 911 call occurred on February 17, 2024, a follow-up to a previous 911 call and police report on February 13, 2024, when Mr. Foss reportedly hit Ms. Lussier on her right temple with a closed fist and put his arm around her neck before fleeing the scene.



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## Case Summary

### 911 Calls

- Because Ms. Lussier's 911 call came in roughly half an hour after the "72-hour rule" expired, MPD officers reasoned that Mr. Foss could no longer be arrested and escorted him out of Ms. Lussier's home.
- The majority Ms. Lussier's formal police reports detailed felony-level assault allegations.
- Only a small number of those reports led to subsequent investigations by MPD, and none resulted in formal criminal charges against Mr. Foss.



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## Case Summary

### Death and Investigation

- Five days later, on February 22, 2024, Ms. Lussier was found dead in her apartment after what appeared to be several days of bodily decomposition.
- Ms. Lussier's body showed signs of a subdural hematoma, an accumulation of blood between the brain and skull, and her blood tests showed the presence of methamphetamine and fentanyl in her system.
- The Hennepin County Medical Examiner ultimately declared the cause of death to be from a subdermal hematoma and that the manner of death was undetermined.

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## Case Summary

### Death and Investigation

- In the days and weeks following the discovery of Ms. Lussier's body, her family, friends, and community advocates urged MPD to arrest Mr. Foss for her alleged murder.
- Ms. Lussier's case was assigned to the MPD Homicide Unit, which ultimately submitted the case to the HCAO for charging consideration.
- As of the date of this report, HCAO has neither charged Mr. Foss with any offense related to Ms. Lussier's death nor formally declined charges and we are aware they have assigned investigative resources to this case. Mr. Foss is not currently a threat to the community.
- MPD and HCAO maintain open cases related to Ms. Lussier's death.

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## Finding 1

### Finding

Once a felony gone-on-arrival (GOA) investigation is complete, investigators will usually, but not always, submit it to HCAO for charging consideration. Despite being marked for a rush warrant, the investigator did not submit the investigation of the July 30, 2022 report to HCAO for charging consideration.

### Recommendation

Add written protocol that all domestic-abuse GOA cases investigated must be submitted to MCAO/HCAO for charging consideration.



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## Finding 1

### MPD Response

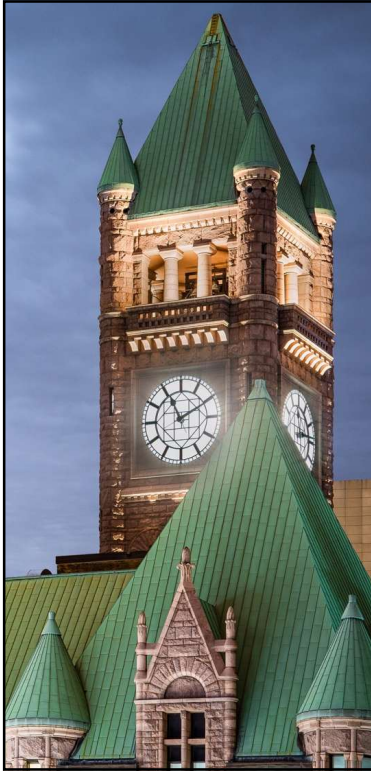
- Investigations Bureau will require all gone on arrival (GOAs) domestic cases to be assigned by the next working day when reported.
- Require all domestic assault cases be submitted to the Hennepin County Attorney's Office regardless of victim cooperation for charging decision.

### Date of Planned Implementation

Active Implementation  
May 2026



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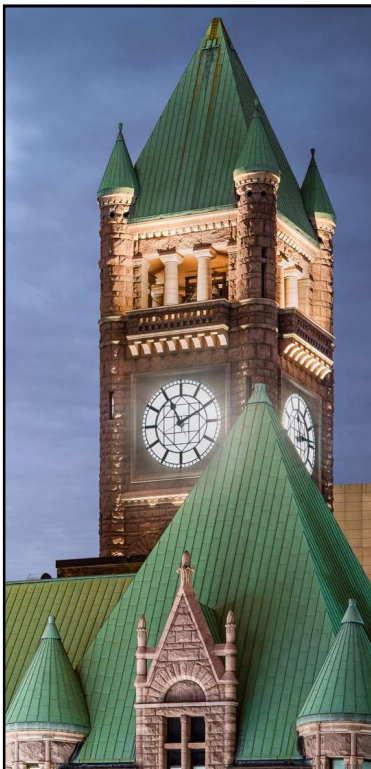
## Finding 2

### Finding

- Especially during the “gap-period” when shifts change, the decision of whether to call the Crime Lab involves the discretion of multiple potential MPD supervisors, who may not be physically present at the scene.
- Officers are now trained to gather and document a great deal of evidence that was once considered the responsibility of the Crime Lab.
- Some interviewees within MPD nonetheless expressed a desire to change the existing policy to require Crime Lab responses to DOAs like Ms. Lussier’s, to ensure that victims of domestic abuse whose deaths may be the result of one or more overlapping causes are treated with an abundance of care and caution.

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## Finding 2

### Recommendation

- Require all DOA cases with a history of domestic abuse to be processed in one of the following two manners:
  1. Treated as a crime scene with forensic evidentiary collection by Crime Lab professionals.
  2. When the 710 investigative unit determines that the Crime Lab is not necessary for the complete and effective collection of evidence, 710 investigators must:
    - Contact the Crime Lab to explain that determination and document the Crime Lab’s approval of that determination.
    - Remain on the scene until all available and relevant evidence is inventoried.
- This recommendation means that a DOA case with history of domestic abuse that comes in during a “gap period” must either be treated as a crime scene or the responding officer must stay on the scene until the 710 investigative unit comes online and arrives to the DOA scene.

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## Finding 2

### MPD Response

Chief has already required the Lieutenant of Homicide to send a team to the scene with cases with a decedent when there is a history of domestic violence.

### Date of Planned Implementation

Completed

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## Finding 3

### Finding

Stalking by a suspect with a domestic relationship with the victim falls under the domestic abuse protocols for responding officers. But stalking is typically investigated by the Sex Crimes Unit, and several officers demonstrated a misunderstanding of the statutory elements of stalking, which provides a valuable arrestable offense for the abusers of victims like Ms. Lussier.

### Recommendation

Revise MPD policy to treat certain types of felony stalking as a domestic-abuse offense which must be routed through and investigated by the Domestic Assault Unit. Specifically, our recommendation is to treat felony stalking offenses that result from multiple incidents of domestic assault within the statutory timeframe as domestic-abuse offenses both in terms of response protocols and investigatory follow-up.

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## Finding 3

### MPD Response

Investigations Bureau will meet with Hennepin County Attorney's Office to discuss implementation of separating stalking cases from domestic stalking cases.

### Date of Planned Implementation

Active Implementation



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## Finding 4

### Finding

Chief O'Hara has already implemented several beneficial policy changes for domestic abuse response, but more are needed to fully address the needs of victims like Ms. Lussier.

### Recommendation

Implement the draft Standard Operating Procedures for Domestic Violence investigations recently proposed by Chief O'Hara.

### MPD Response

- Investigations Bureau is updating the investigative SOP to establish documentation requirements for all investigations prior to closing the case.
- Updating the policy manual to reflect the Chief's Memo that implemented several efforts of domestic abuse response and protocols.

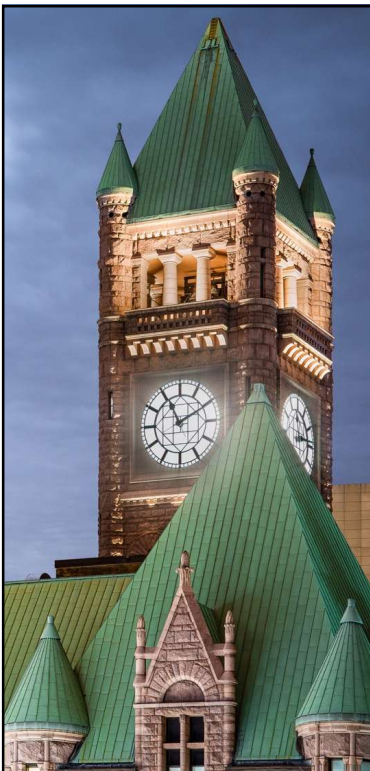
### Date of Planned Implementation

Active Implementation



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## Finding 5

### Finding

Investigations may hit a wall when victims stop participating or responding to investigators, so other admissible evidence should be gathered when responding to a domestic abuse call to bolster subsequent chargeability.

### Recommendation

Require officers to offer and, when appropriate, strongly recommend EMS services to ensure domestic-abuse victims are not minimizing injuries, dealing with invisible brain trauma etc., while also creating a stronger body of admissible hearsay evidence should victim become uncooperative with prosecution. Officers should inform victims whether they are eligible for EMS or other medical services free of charge.



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## Finding 5

### MPD Response

- Training Division will ensure training will require sworn members to strongly encourage Emergency Medical Services (EMS) and advocacy services per the domestic assault pilot project which will be expanding citywide soon.
- The coordination of training for the citywide domestic assault pilot project is in progress.

### Date of Planned Implementation

Active Implementation

May 2026



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## Finding 6

### Finding

- American Indian women face disproportionately high levels of violence, and MPD has a well-documented history of bias towards the urban Native population (DOJ Consent Decree).
- MPD policy requires responding officers to identify witnesses, but requiring statements from witnesses at the scene would provide valuable, admissible evidence for subsequent prosecutions.

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## Finding 6

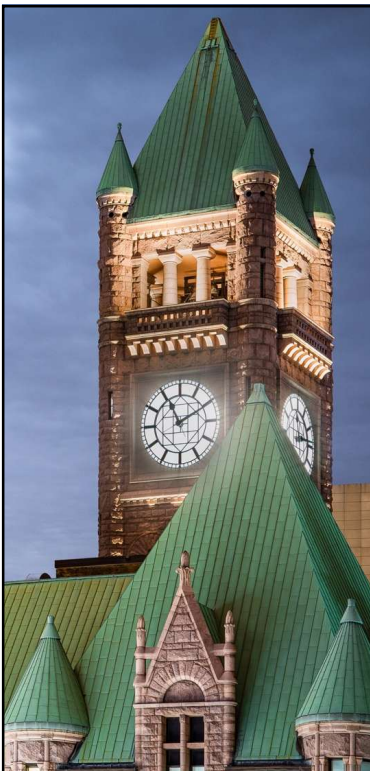
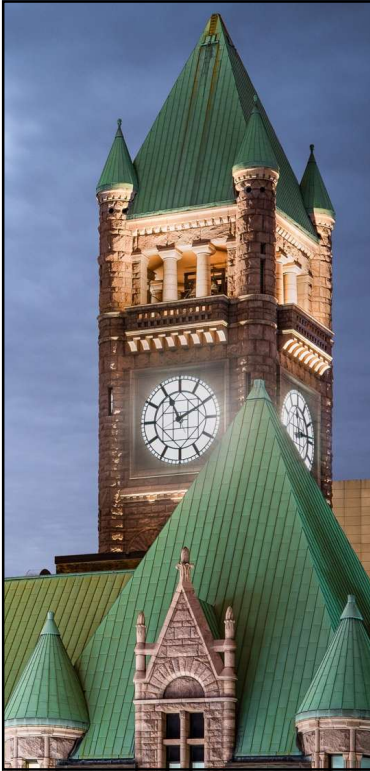
### Recommendation

Implement policies consistent with the recommendations in the Global Rights for Women report, “An Institutional Analysis of the Minneapolis Police Response to Domestic Violence,” as follows:

- Mandate training aimed at recognizing and mitigating issues of explicit and implicit bias towards certain demographics of victims and adapt communication with victims based on that training.
- Add written protocol that witnesses, including 911 callers, neighbors who may have overheard the domestic abuse, and those who the victim may have made statements to regarding the domestic abuse, must be thoroughly interviewed on scene including documentation of their contact information.

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## Finding 6

### MPD Response

- Domestic Protocols are instructed in the academy and at in-service department wide training (basic report writing).
- Training Division will add multicultural remedial training to the current Procedural Justice, Implicit Bias and/or Active Bystandership Law Enforcement (ABLE) training in 2027.
- This training component is also expanded under the Settlement Agreement and Consent Decree.
- Cultural Community Mentors will continue to be assigned to officers in Training (OITs) in the academy.
- Continuing academy training program of requiring recruits to learn different cultures and present their findings to their classmates.

### Date of Planned Implementation

Active Implementation

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## Finding 7

### Finding

Officers are required to gather available evidence at the scene but are hesitant to engage in proactive policing. Officers can but don't typically consider alternative possible arrestable offenses. The decision of whether to assign a felony GOA case to an investigator is highly dependent on information in the police report.

### Recommendation

Ensure thorough documentation of property crimes accompanying domestic-abuse offenses.

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## Finding 7

### MPD Response

- Training Division will incorporate requiring officers to strongly encourage EMS and advocacy services.
- Investigations Bureau will include the on-going Domestic Assault protocol that is being implemented from a pilot to a Citywide program very soon.
- Training modules will be coordinated to ensure efficiency.

### Date of Planned Implementation

Active Implementation



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## Finding 8

### Finding

The July 30, 2022, report was marked for immediate submission to HCAO for a rush warrant. That direction from DASC prosecutor was not followed by the Domestic Assault Unit.

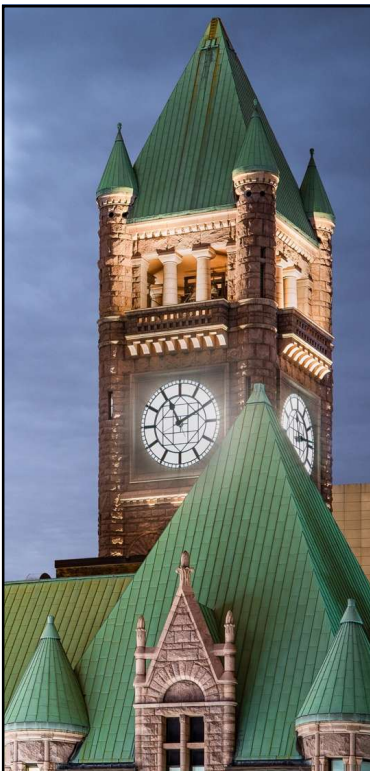
### Recommendation

Ensure that HCAO's assigned DASC prosecutor's recommendations are followed with respect to prioritizing investigations of certain GOAs and submitting cases without investigation for rush warrants when requested.



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## Finding 8

### MPD Response

Investigations Bureau will develop a means of prioritizing cases according to the set recommendations (repeat suspects/victims, weapons)

- Update the investigative SOP to ensure coordination and communication between investigators and prosecutors are occurring on a regular basis.
- Providing guidance to sworn personnel on HCAO recommendations related to domestic assaults including requirement to follow those recommendations.
- Requiring all rush warrants to be immediately assigned.

### Date of Planned Implementation

Department researching solutions and/or active implementation



65

## Finding 9

### Finding

Several officers seemed confused about the intricacies of the 72-hour rule, and the public has shared that confusion with respect to Ms. Lussier's case. Officers share a common desire to serve victims of domestic abuse and provide available services to them.

### Recommendation

Require officers to attend in-person training on responding to domestic abuse GOA cases including training on the 72-hour rule for domestic-abuse misdemeanor arrests and best practices for communicating with and interviewing victims and providing services to them. Discuss how this training can be implemented as POST training, as well as in-house within MPD.



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## Finding 9

### MPD Response

- Training Division will be adding to the 2027 annual training curriculum recommendations.
- Adding training on new domestic policy once the policy is in place
- Chief's Memo included this change in Keeping Our Police Safe (KOPS) alert, etc.

### Date of Planned Implementation

Active Implementation



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## Finding 10

### Finding

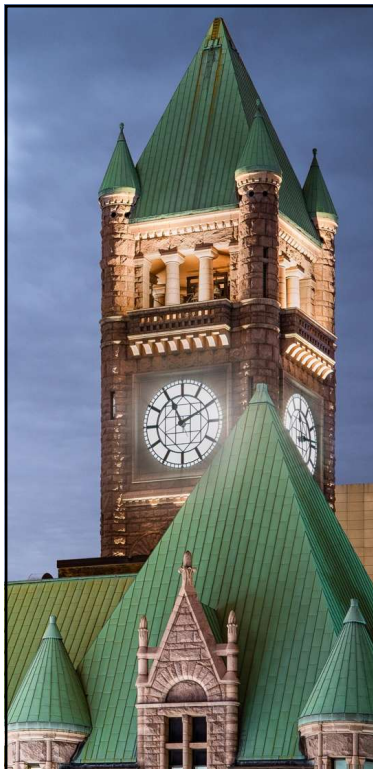
While Ms. Lussier did not volunteer additional allegations during her February 17, 2024, interaction with MPD, best practice would include questioning Ms. Lussier to see if any additional criminal activity had occurred since the February 13th incident. New allegations, like Ms. Lussier being fearful of Mr. Foss or being physically or verbally assaulted by Mr. Foss, may have given rise to a new arrestable offense.

### Recommendation

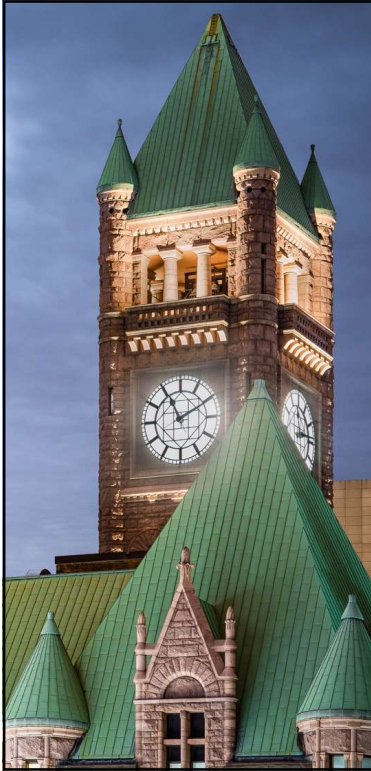
Require officers to be trained to analyze any potential arrestable crime when a domestic-abuse suspect is present on arrival, especially in cases of repeat offenders. This includes considering crimes outside of those specifically named by victim (i.e. consider burglary as a possibility on a weaker strangulation call) and engaging in detailed questioning of victims to rule out or establish any potential domestic-abuse-related offenses (e.g., trespass, Assault 5 (fear), stalking).



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## Finding 10

### MPD Response

- Training Division will be adding to 2027 annual training curriculum recommendations.
- Adding training on new domestic policy once the policy completed.

### Date of Planned Implementation

Active Implementation



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## Finding 11

### Finding

Chief O'Hara received incomplete and inaccurate information related to Ms. Lussier's cause and manner of death, which he relied upon in making problematic public statements.

### Recommendation

Ensure that public statements are not made before written, official documentation is obtained supporting those statements, especially with respect to medical-examiner conclusions/reports.

### MPD Response

- Public Information Officers (PIO) are responsible for reviewing information prior to release.
- Institute a quality control process to ensure all information is reviewed for accuracy.

### Date of Planned Implementation

Active Implementation



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*Importantly, MPD did not obtain the official Medical Examiner’s report for its homicide investigation until the audit team requested it.*

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## Finding 12

### Finding

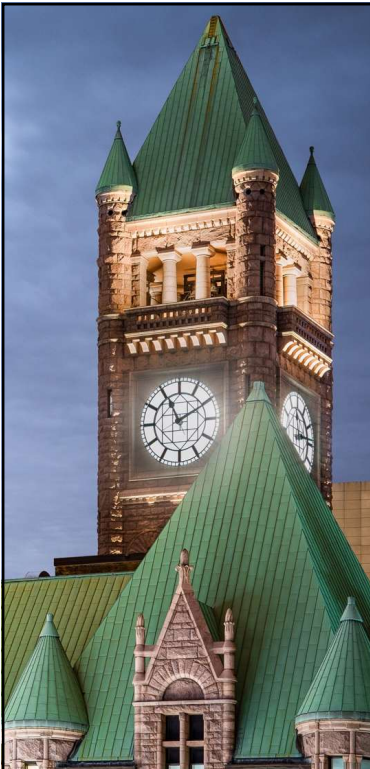
Staffing shortages have plagued MPD for years, including a severe staffing shortage of Domestic Assault Unit investigators.

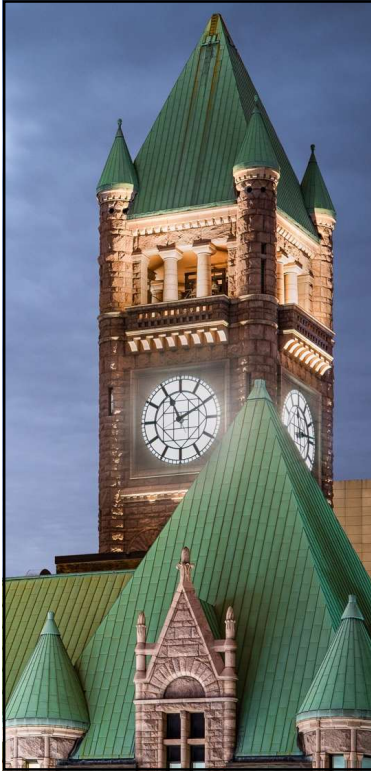
### Recommendation

Prioritize hiring investigators in the Domestic Assault Unit, including exploration of lateral hires from different police departments.

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## Finding 12

### MPD Response

- Hired a lateral Deputy Chief from Federal Investigations in February 2026.
- Lateral hires at the Officer rank that have been placed into investigative assignments.
- The collective bargaining agreement limits hiring civil servants at ranks of Sergeant or Lieutenant.
- Training will be prioritized for new supervisors as part of the onboarding process as they transfer to and from patrol and investigator positions.
- A civilian case investigator and sworn member were added to the Domestic Unit.
- Domestic GOA cases are assigned to additional investigators outside of the domestic unit to ensure these cases receive appropriate attention.

### Date of Planned Implementation

Active Implementation

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## Finding 13

### Finding

It is common practice, but not required, to research suspect information and history on the way to a call. Officers' ability to do so is highly dependent on information provided by 911 dispatchers.

### Recommendation

Implement changes to CAD/VisiNet systems to associate previous related calls and compile information from all calls

### Management Response

Professional Standards Bureau will be exploring technology solutions that allow a single officer in a squad car to complete research without obstruction or safety issue.

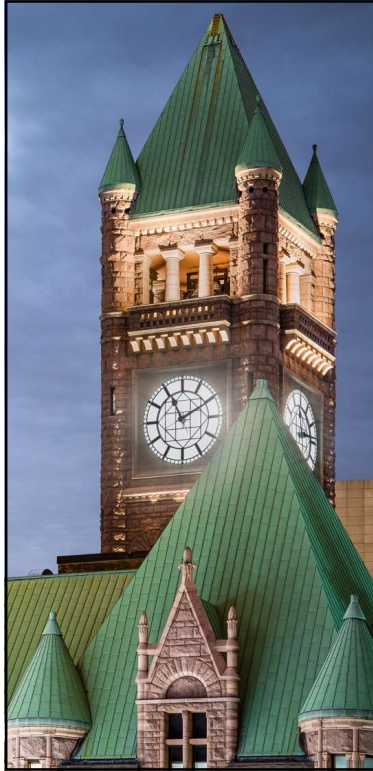
### Date of Planned Implementation

Active Implementation  
November 2026



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## Finding 14

### Finding

It is common practice, but not required, to research suspect information and history on the way to a call. Officers' ability to do so is highly dependent on information provided by 911 dispatchers.

### Recommendation

Implement changes to CAD/VisiNet systems to clearly flag repeat calls, addresses, suspects, outstanding warrants, etc.

### Management Response

Professional Standards Bureau will be exploring technology solutions that allow a single officer in a squad car to complete research without obstruction or safety issue.

### Date of Planned Implementation

Active Implementation  
November 2026



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## Finding 15

### Finding

Officers share a widespread desire to serve victims of domestic abuse and a common frustration with the feasibility of connecting victims to available services. Victims may become increasingly unwilling to participate in the prosecution of their case when they hit roadblocks in accessing services.

### Recommendation

Explore the feasibility and costs of a pilot program to test the use of a domestic-violence advocate who, concurrently with police officers, responds to all GOA domestic-abuse calls and works with victim on site to fill out OFP paperwork and provide resources, allowing Police to move onto next call while advocate remains with victim working on paperwork and safety planning. This advocate would respond to the scene only after officers had confirmed the suspect was no longer on site. Report back to audit committee once the feasibility and costs of such a pilot program have been analyzed.



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## Finding 15

### MPD Response

Coordinate with Office of Community Safety (OCS) to explore options.

### Date of Planned Implementation

Active Implementation

November 2026



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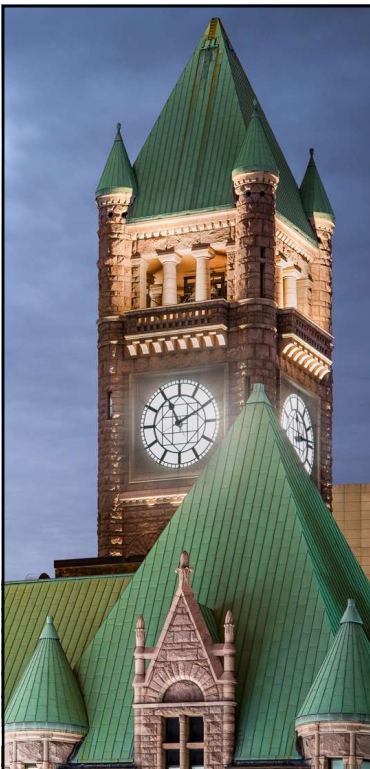
## Finding 16

### Finding

The prominent issue with the investigation of the February 27, 2023, report was the excessive amount of time that passed between the date of the incident and a charging decision by HCAO (albeit a deferral rather than a charge or declination) which greatly exceeded HCAO's policy for charging timelines.

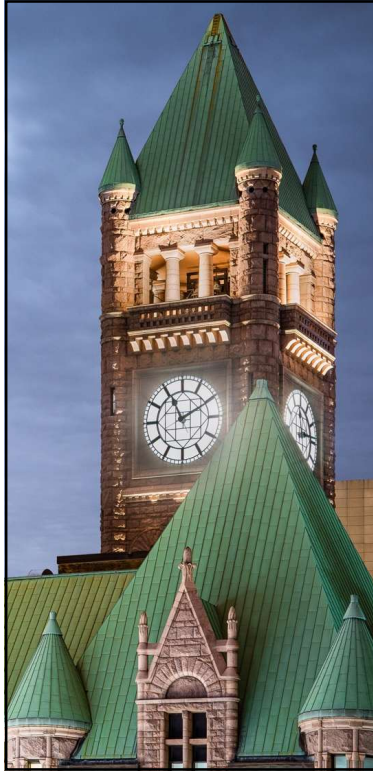
### Recommendation

Work with HCAO to develop and implement a charging timeline for domestic-abuse GOA cases that would require a deferral to happen in a shorter timeframe than that required for charging/dismissal, allowing investigators to gather additional evidence in a shorter window of time after incident report.



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## Finding 16

### MPD Response

- Investigations Bureau will require regular check-ins with HCAO and assigned investigators.
- Improve coordination between investigators and prosecutors, especially in the initial stages of investigations.
- Create follow-up timelines for investigators according to the recommendations.
- Recently added to weekly MSTAT, investigative commanders must brief charging decisions and outcomes on significant cases.

### Date of Planned Implementation

Active Implementation



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## Finding 17

### Finding

Officers expressed an interest in hearing feedback from prosecutors regarding potential evidentiary issues that made the case less chargeable, in order to better document or gather evidence on future calls.

### Recommendation

Engage in training with the Domestic Assault Unit of MPD to discuss what makes a case chargeable or not chargeable and what evidence to look for and submit to HCAO.

### MPD Response

Training Division will be coordinating and incorporating the new domestic policy.

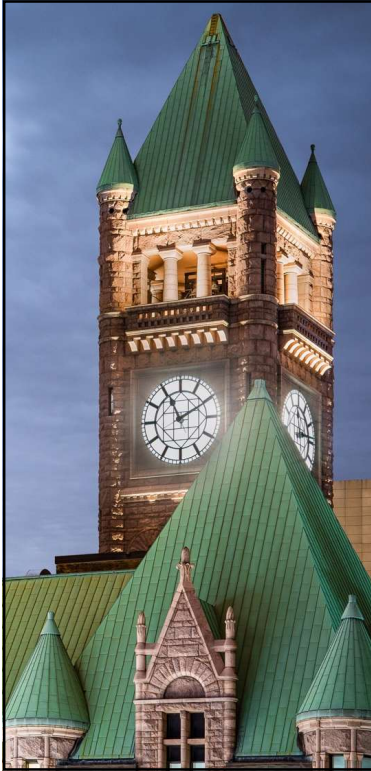
### Date of Planned Implementation

Active Implementation



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## Finding 18

### Finding

Based on officer input, developing a notification system where prosecutors follow up with the arresting officer and briefly explain their decision to charge, release, and/or ask for a certain amount of bail for a suspect may have a positive impact.

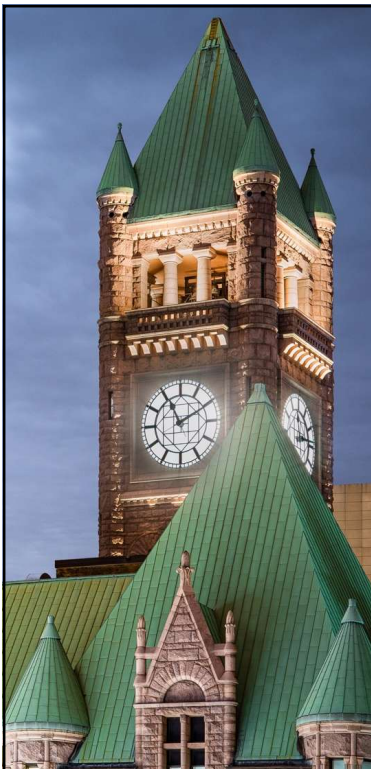
### Recommendation

Work with HCAO to create a process by which arresting officers can obtain optional updates on the result of their arrest (e.g., whether suspect was released without a charge, charged and held without bail, or charged and released on bail) and any evidentiary issues that lead to declination of charges when applicable.



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## Finding 18

### Management Response

- Investigations Bureau will implement a system of coordinating investigations and prosecutors weekly.
- Create performance metrics for investigators.
- Have discussions with HCAO to assign prosecutors as liaisons for specific investigative units.
- Notify sworn members if they want a case follow-up, they can request it from the investigator.
- Patterns of case declines could be addressed in training or a memo to department to improve services.
- MSTAT is already capturing positive highlights of effective police work, including cases that have been charged.

### Date of Planned Implementation

Department researching solutions and active implementation



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## Finding 19

### Finding

MPD leadership and HCAO leadership have experienced a strained and uncooperative relationship for years, which has created a negative trickledown effect in MPD ranks.

### Recommendation

Work to repair respectful communications between MPD Chief and County Attorney through a mutually agreed upon mechanism, such as weekly or monthly email update exchanges, or quarterly phone call updates.

### MPD Response

The Chief is committed to working with a regular cadence of meetings with the Hennepin County Attorney.

### Date of Planned Implementation

Active Implementation



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## Finding 20

### Finding

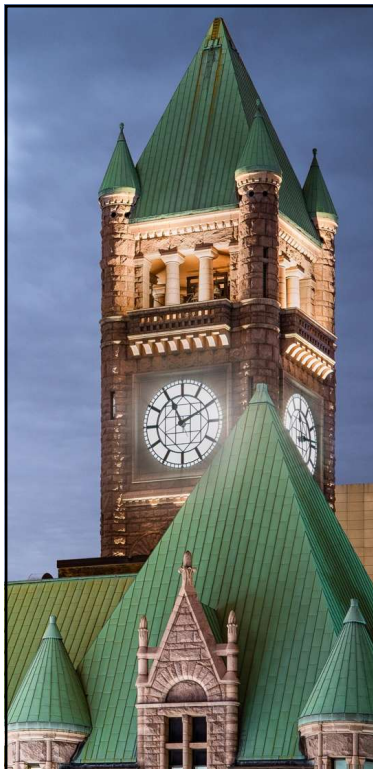
Officers share a widespread desire to serve victims of domestic abuse and a common frustration with the feasibility of connecting victims to available services. Victims may become increasingly unwilling to participate in the prosecution of their case when they hit roadblocks in accessing services.

### Recommendation

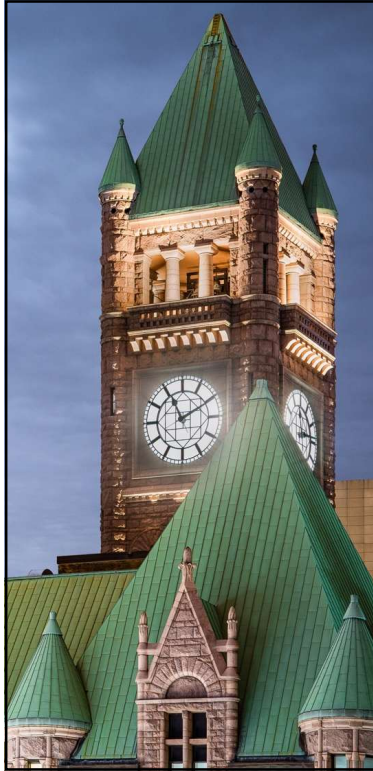
Update the Blue Card with current resources and information, including contact information specific to domestic-abuse victims' resources (this may be included on a separate and unique card for domestic-abuse victims if feasible/less burdensome to develop). Cards should have step-by-step information for victims to follow, not just a list of phone numbers.



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## Finding 20

### MPD Response

- Investigations Bureau is updating the MPDs Blue Card with resources.
- Exploring developing a domestic resource card and educating the community on domestic victim services already available online.

### Date of Planned Implementation

Active Implementation

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## Finding 21

### Finding

With the well-known historical backdrop of violence against Native women and MPD's documented bias towards the urban Native population, public comments by MPD regarding violence against Native women are heavily scrutinized and should be held to a high standard.

### Recommendation

Require MPD to issue a letter or other statement to the family of Ms. Lussier apologizing for public misstatements related to the Medical Examiner's findings and report.

### MPD Response

- Statement issued to the family.
- See **Appendix N** for copy of letter.

### Date of Planned Implementation

Completed



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“

We recommend MPD issue a letter or other statement to the family of Ms. Lussier apologizing for public misstatements related to the Medical Examiner’s findings and report.

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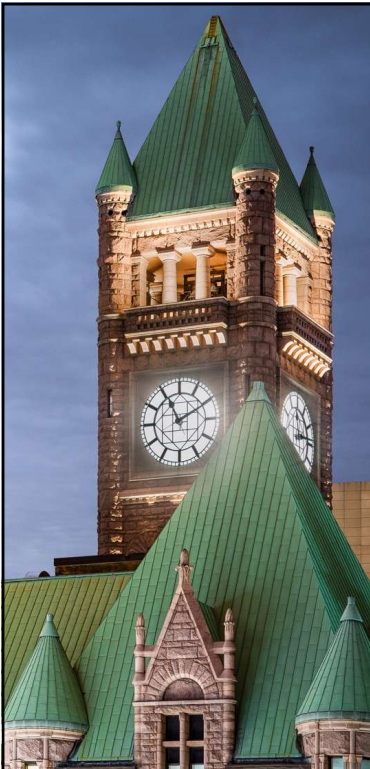
## Finding 22

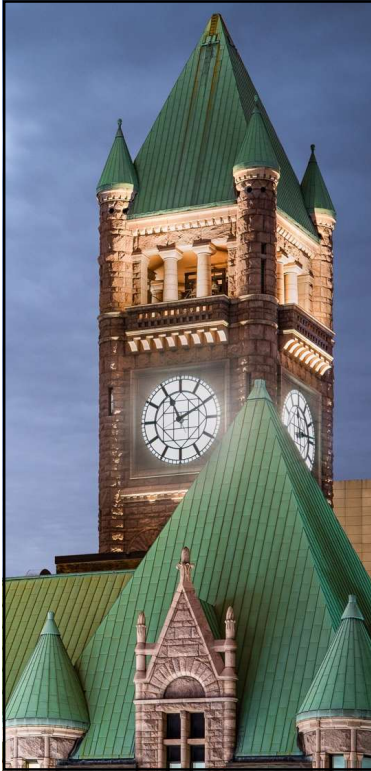
### Finding

Overall, the initial public response to Ms. Lussier’s death seemed to overly emphasize her substance-abuse history as the underlying cause of her death, a trend which is all too familiar to Indigenous organizations, advocates, and community members who are justifiably weary of public officials overlooking or under investigating the deaths of Native women who experience disproportionate rates of violence and murder compared to other demographics. Those statistics are particularly troubling in Minneapolis, where law enforcement has a recent, documented track record of discriminating and perpetuating bias against the urban Native population.

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## Finding 22

### Recommendation

Create an American Indian Community Liaison position at an executive level who is responsible for citywide advocacy and response.

### MPD Response

Chief will speak to the Mayor's office regarding recommendation.

### Date of Planned Implementation

Active Implementation



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## Thank you

- Moturi and Lussier families
- Officers of compassion
- Hogen Adams, PLLC
- Office of City Auditor



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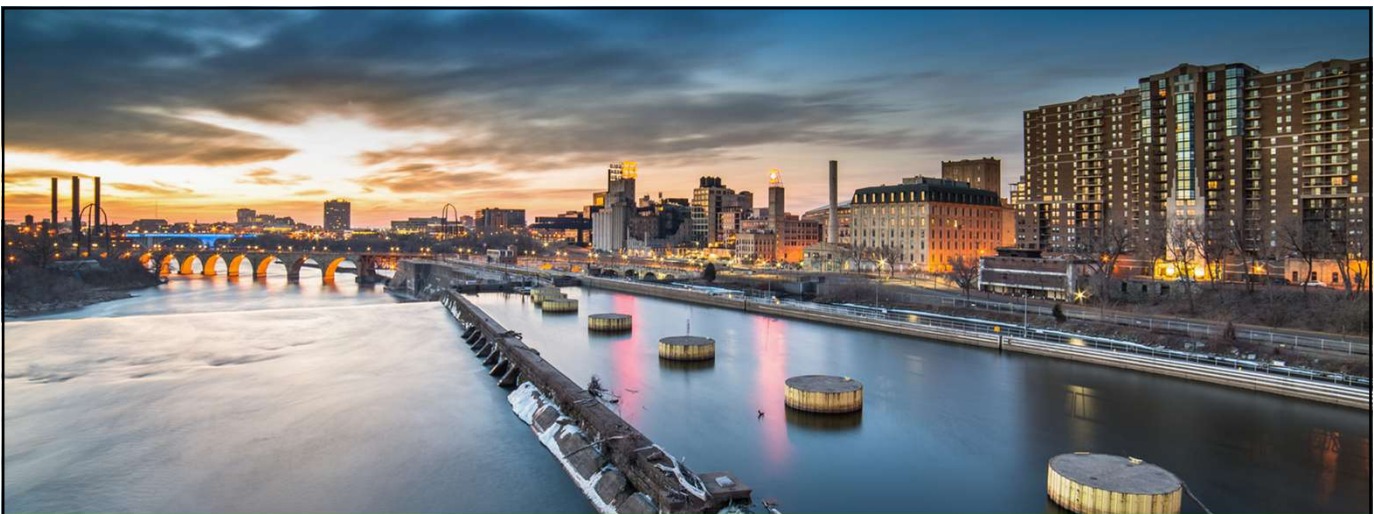


## Looking Ahead

- Minneapolis must strengthen how high-risk situations are documented, escalated, and addressed.
- Systemic improvements will enhance safety through improved communication and coordination.
- Our hope is that this work contributes to lasting improvements that better serve all residents—especially those facing hatred and abuse at the hands of others.



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