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MINNESOTA



**Minnesota Board of Peace Officer Standards and Training
Biennial Report for Fiscal Years 1999-2000**

**Minnesota Board of Peace Officer Standards and Training
Biennial Report for Fiscal Years 1999-2000**

For the period July 1, 1998 - June 30, 2000

submitted pursuant to

Minnesota Statute § 214.07, subd. 1, clauses (a) - (p)

Submitted by:

Neil W. Melton
Executive Director

October 1, 2000

**Minnesota Board of Peace Officer Standards and Training
Biennial Report for Fiscal Years 1999-2000**

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214.07 Reports.

Subdivision 1. **Board reports.** The health-related licensing boards and the non-health-related licensing boards shall prepare reports according to this subdivision and subdivision 1a by October 1 of each even-numbered year. Copies of the reports shall be delivered to the governor. Copies of the reports of the health-related licensing boards shall also be delivered to the commissioner of health. The reports shall contain the following information relating to the two-year period ending the previous June 30:

- (a) a general statement of board activities;
- (b) the number of meetings and approximate total number of hours spent by all board members in meetings and on other board activities;
- (c) the receipts and disbursements of board funds;
- (d) the names of board members and their addresses, occupations, and dates of appointment and reappointment to the board;
- (e) the names and job classifications of board employees;
- (f) a brief summary of board rules proposed or adopted during the reporting period with appropriate citations to the State Register and published rules;
- (g) the number of persons having each type of license and registration issued by the board as of June 30 in the year of the report;
- (h) the locations and dates of the administration of examinations by the board;
- (i) the number of persons examined by the board with the persons subdivided into groups showing age categories, sex, and states of residency;
- (j) the number of persons licensed or registered by the board after taking the examinations referred to in clause (h) with the persons subdivided by age categories, sex, and states of residency;
- (k) the number of persons not licensed or registered by the board after taking the examinations referred to in clause (h) with the persons subdivided by age categories, sex, and states of residency;
- (l) the number of persons not taking the examinations referred to in clause (h) who were licensed or registered by the board or who were denied licensing or registration with the reasons for the licensing or registration or denial thereof and with the persons subdivided by age categories, sex, and states of residency;

Minnesota Statutes 1999, 214.07

(m) the number of persons previously licensed or registered by the board whose licenses or registrations were revoked, suspended, or otherwise altered in status with brief statements of the reasons for the revocation, suspension or alteration;

(n) the number of written and oral complaints and other communications received by the executive director or executive secretary of the board, a board member, or any other person performing services for the board (1) which allege or imply a violation of a statute or rule which the board is empowered to enforce and (2) which are forwarded to other agencies as required by section 214.10;

(o) a summary, by specific category, of the substance of the complaints and communications referred to in clause (n) and, for each specific category, the responses or dispositions thereof pursuant to section 214.10 or 214.11;

(p) any other objective information which the board members believe will be useful in reviewing board activities.

General statement of the Board's activities pursuant to Clause (a):

Purpose

Minnesota was the first state to license law enforcement officers. Peace officer licensing was established by the legislature with the creation of the Minnesota Board of Peace Officer Standards and Training (POST Board) in 1977. Subsequent legislation passed in 1979 provided for the licensing of part-time peace officers. The POST Board also issued constable licenses for several years until the legislature abolished this type of license in 1985.

Some would argue the creation of POST in Minnesota was part of a natural evolution of policing from a technically oriented, skills-based occupation of law enforcement to a more education-based profession of public service. Others would argue POST was the result of public pressure in response to a number of controversial police actions on the national scene in the early 1970s, actions that questioned law enforcement's ability to perform effectively and its accountability in contemporary society. Regardless of the rationale, POST was created to enhance the law enforcement profession in Minnesota and to protect the citizens through the policies and practices of a state-regulated law enforcement community.

POST Board and staff members recognize they serve two distinct roles, those of regulator and resource. It is POST's intention to have those roles serve in concert rather than conflict. While the regulatory component is a straightforward responsibility based on statute and rule, the resource role requires more creative thinking as POST strives to partner with law enforcement agencies for mutual benefit. The agency's unofficial motto, "POST is your Friend" is beginning to ring true for once skeptical law enforcement practitioners. POST's image as a statewide internal affairs unit is waning and is being replaced with a professional, service-based reputation.

POST is not a stagnant organization, but rather an evolving entity intent on continuously searching for new and innovative methods to improve law enforcement in Minnesota. Through legislation, administrative rule, policy, education and training, Minnesota's law enforcement community will continue to "serve and protect" people who live in, work in, or merely visit our great state.

POST Board Vision and Mission

- The **vision** of the POST Board is to enhance the profession of law enforcement through the selection, education and licensing of peace officers and part-time peace officers.
- The **mission** of the POST Board is to develop, maintain and regulate peace officer selection, education and licensing standards.

The vision and mission are consistent with the Governor's "Big Plan" in that POST represents "a rational regulatory environment" through "ethical and responsive" public service. The board members and staff are committed to "reining in rulemaking and eliminating excessive regulation." Parallel to "Big Plan" initiatives, it is POST's goal to "increase accountability and serve citizens responsibly and responsively." To that end, POST will ensure that Minnesota's law enforcement community remain a model for other states.

To implement POST's vision and mission, the Board and its staff perform the following:

Key Service Components

- Administer a professional licensing program that includes examination development and administration, licensure and re-licensure
- Develop the professional peace officer education learning objectives for colleges and universities
- Develop, coordinate and approve continuing education programs for peace officers and part-time peace officers
- Help local governments defray the training costs for their officers through the training reimbursement program
- Establish and enforce minimum standards of conduct for the practice of law enforcement
- Provide technical assistance to colleges, universities, law enforcement agencies and other groups concerned with the practice of law enforcement and law enforcement education
- Conduct research and applied studies on projects that relate to peace officer education and contemporary police practices and methodologies
- Implement professional policy standards for law enforcement agencies and officers
- Participate in meetings, conferences, task forces, legislative hearings, etc. representing POST's interest in law enforcement and public safety issues
- Respond to requests for information and interviews by television, radio and print media

POST Board Constituents

Perhaps more aptly called “stakeholders,” the POST Board’s constituents include:

- The Governor’s Office
- The Legislature
- 501 state, county and local law enforcement agencies
- 8,949 active peace officers
- 1,281 inactive peace officers
- 509 active part-time officers
- 259 inactive part-time officers
- Law enforcement professional organizations, including the MN Chiefs’ Association, MN Sheriffs’ Association, the MN Police and Peace Officers Association, and others
- Other state agencies
- Special interest and community groups
- Higher education, specifically the nineteen colleges and universities that offer the Professional Peace Officer Education Programs (both MnSCU and private institutions)
- Individual citizens
- The media

POST Board Membership

The POST Board consists of fifteen members appointed by the Governor:

- two members from among county sheriffs in Minnesota;
- four members from among peace officers in Minnesota municipalities, at least two of whom shall be chiefs of police;
- two members from among peace officers, at least one of whom shall be a member of the Minnesota state patrol association;
- the superintendent of the Minnesota bureau of criminal apprehension or a designee;
- two members from among peace officers, or former peace officers, who are currently employed on a full-time basis in a professional peace officer education program;
- one member from among administrators of Minnesota colleges or universities that offer professional peace officer education;
- one member from among the elected city officials in statutory or home rule charter cities of under 5,000 population outside the metropolitan area; and
- two members from among the general public.

The Governor appoints the members to four-year terms and also names the chairperson.

Number of meetings and board member participation pursuant to Clause (b):

<u>Meetings Held</u>	<u>FY99</u>	<u>FY00</u>
Board	9	7
Complaint Committee	6	5
Executive Committee	4	1
Legislative Committee	1	0
Standards Committee	5	5
Training Committee	<u>4</u>	<u>5</u>
Total Meetings	29	23

Hours spent by members on board activities during the biennium:

<u>Board Member</u>	<u>Meeting or Committee</u>	<u>FY99</u>	<u>FY00</u>	<u>Total</u>
Andrescik, Paul	Board	15	0	19
	Legislative	2	Na	
	Training	2	0	
Campion, Michael	Board	na	5	5
Connolly, James	Board	22	20	63
	Executive	5	2	
	Training	6	10	
Dolan, Timothy	Board	14	17	47
	Complaint	na	2	
	Legislative	1	Na	
	Training	6	7	
Gerdes, Craig	Board	22	11	38
	Executive	5	Na	
Hauger, Curt	Board	14	20	55
	Complaint	3	Na	
	Legislative	2	Na	
	Standards	5	11	
Hawley, Thomas	Board	na	7	13
	Standards	na	6	
Johnson, Laura	Board	20	13	63
	Complaint	14	3	
	Executive	2	Na	
	Standards	2	Na	
	Training	4	5	

Lee, Jay	Board Standards	20 5	17 9	51
Lyons, Scott	Board	na	5	5
Madson, Steve	Board Complaint Legislative Standards Training	14 4 3 5 na	12 18 na 2 3	61
Magnuson, Jon	Board Executive Legislative Training	18 3 1 4	20 na na 8	54
Martinez, William	Board Complaint Standards	na na na	5 3 6	14
O'Hara, Nick	Board Executive Training	22 3 6	13 na 7	51
Phillips, John	Board Legislative Training	20 3 6	18 na 10	57
Richter, Brent	Board	na	7	7
Spigner, Sandra	Board Complaint Executive Standards	20 na 5 5	20 15 2 5	72

Stone, Terence	Board	22	17	
	Legislative	2	na	
	Standards	5	11	57
Unstad, Jan	Board	22	17	
	Complaint	10	na	
	Executive	2	2	
	Standards	5	11	69
Waldron, Dana	Board	20	13	
	Complaint	11	8	
	Legislative	2	na	
	Standards	4	3	61

Receipt and disbursement of the board's funds pursuant to Clause (c):

	<u>FY 1999</u>	<u>FY 2000</u>	<u>Biennium</u>
Total State appropriations	3,801	4,662	8,463
Total Non-dedicated fee receipts	418	503	921
Total disbursements	3,788	4,567	8,355

- All figures in thousands of dollars.

Laws of 1997, Ch. 239, Article 1, Section 9
Laws of 1999, Ch. 216, Article 1, Section 11

Source: Biennial Budget System

The following served on the board during the biennium pursuant to Clause (d):

Paul Andrescik 2005 N. Lilac Drive Golden Valley, MN 55422	Peace officer Appointed 1996 Term expired 2000
Michael Campion 1246 University Avenue St. Paul, MN 55104	Ex officio member Appointed 2000
Jim Connolly PO Box 525 Preston, MN 55965	Sheriff Appointed 1997 Term expires 2003
Timothy Dolan 350 S. 5th Street, City Hall Minneapolis, MN 55415	Municipal officer Appointed 1995 Term expires 2003
Mr. Craig Gerdes 3400 Plymouth Blvd. Plymouth, MN 55447	Chief of Police Appointed 1996 Term expired 2000
Curtis Hauger 108 3 rd Avenue SW Roseau, MN 56751	Sheriff Appointed 1997 Term expires 2001
Thomas Hawley 11155 Robinson Drive NW Coon Rapids, MN 55433	Peace officer Appointed 2000 Term expires 2004
Laura Johnson 5400 85 th Avenue N Brooklyn Park, MN 55443	Municipal officer Appointed 1996 Term expired 2000
Jay Lee 851 30 th Avenue SE Rochester, MN 55904	Higher Educ., former officer Appointed 1998 Term expires 2002
Scott Lyons 411 West 1 st Street Duluth, MN 55802	Chief of Police Appointed 2000 Term expires 2004
Steve Madson 10 Franklin Street S Hutchinson, MN 55350	Chief of Police Appointed 1998 Term expires 2002
Jon Magnuson 1601 Jefferson Street Alexandria, MN 56308	Higher Educ., former officer Appointed 1996 Term expires 2004

William Martinez
1441 Rice Street
St. Paul, MN 55101

Peace officer
Appointed 2000
Term expires 2004

Nick O'Hara
1246 University Avenue
St. Paul, MN 55104

Ex officio member of Board
Appointed 1995
Resigned 2000

John Phillips
1601 Jefferson Street
Alexandria, MN 56308

Higher Educ., Administrator
Appointed 1997
Term expires 2001

Brent Richter
2005 N. Lilac Drive
Golden Valley, MN 55422

Peace officer
Appointed 2000
Term expires 2004

Saundra Spigner
3501 Chicago Avenue S
Minneapolis, MN 55407

Public member
Appointed 1996
Term expires 2003

Terence Stone
1600 University Avenue, Suite 200
Saint Paul, MN 55104

Elected local official
Appointed 1997
Term expires 2001

Janice Unstad
1600 University Avenue, Suite 200
St. Paul, MN 55104

Public member
Appointed 1993
Term expires 2001

Dana Waldron
City Hall
Virginia, MN 55792

Peace officer
Appointed 1992
Term expired 2000

Employees of the POST Board during the biennium pursuant to Clause (e):

The Executive Director serves at the pleasure of the Board, with an allocation of fifteen staff members.

<u>Name</u>	<u>Position</u>	<u>Dates</u>
Altmann, Kathleen	Office & Admin Specialist (Temp)	3/00-
Ahrens, Claudia Anderson	Assistant Director	1/96-5/99
Anderson, Frank	Project Consultant Senior	5/96-7/98
Birkeland, Janice	Office & Admin Specialist	10/97-7/98
Bjornberg, Jennifer DeKarske	Research Analyst 1	12/96-8/00
Bjornberg, Mary	Assistant Director	8/89-
Bliven, Mark	Rules Coordinator	6/97-12/98
Creamer, Camille	Office & Admin Specialist–Senior	12/99-
Gardner, Starr	Office & Admin Specialist	10/94-
Glass, Daniel	Licensing & Testing Coordinator	10/79-
Haas, Nancy	Rules & Legislative Coordinator	1/99-
Hatteberg, Stephanie Roy	Education Coordinator	4/90-
Larson, David	Minority Recruiter	10/97-12/99
Marsh, Sharon	Office & Admin Specialist–Intermediate	8/95-
Melton, Neil	Executive Director	11/98-
Monteen, Paul	Standards Coordinator	4/00-
Newbiggin, Deb	Office & Admin Specialist-Intermediate	6/99-
Nordan, David	Standards Coordinator	10/96-9/00
Roelofs, Ben	Information Technology Specialist	7/98-6/00
Sandbeck, Terry	Clerk Typist 4 Supervisor	12/99-
Strand, Margaret	Education Coordinator	1/84-

Rules proposed and/or adopted during the biennium pursuant to Clause (f):

The POST Board is authorized to promulgate administrative rules in matters falling under its legislative mandate.

The Board is in the final stages of adopting changes to its rules on Minimum Selection Standards. These rules will add convictions under Minnesota Statutes 609.2242 and 609.324 to the list of disqualifying convictions as bars to peace officer licensing.

Another area of proposed rule change is in the area of obsolete rules. The Board has been working on changes to clean up unnecessary and duplicate references in its existing rules.

Number of persons licensed as of June 30, 2000 pursuant to Clause (g):

<u>License Type</u>	<u>Status</u>	<u>Number</u>
Peace Officer	Active	8,949
	Inactive	1,281
Part-time Peace Officer	Active	509
	Inactive	259
	Total	10,998

Administration of examinations pursuant to Clause (h):

The peace officer licensing examination was administered as indicated below. Reciprocity and Part-time peace officer licensing examinations were administered by appointment in the POST Board office.

August 7, 1998	Metro area and Greater Minnesota
September 18, 1998	Metro area
October 23, 1998	Metro area
December 11, 1998	Metro area
February 12, 1999	Metro area
April 16, 1999	Metro area
June 18, 1999	Metro area and Greater Minnesota
August 20, 1999	Metro area and Greater Minnesota
October 15, 1999	Metro area
December 17, 1999	Metro area
February 18, 2000	Metro area
April 21, 2000	Metro area
June 16, 2000	Metro area and Greater Minnesota

POST Board examinations pursuant to Clauses (i), (j) and (k):

The POST Board administers the following three examinations:

1) Peace Officer Licensing Examination :

This exam is intended for candidates who have earned a minimum of a two-year college degree and have completed a clinical skills course. The candidates are eligible to be licensed for a period of three years following passing the Peace Officer Licensing Examination. Individuals who become eligible to be licensed as a Minnesota peace officer do not receive their license until they have been hired by a law enforcement agency.

Individuals whose eligibility for licensure has expired are required to pass the current peace officer licensing examination. If successful they are eligible to be licensed for an additional three-year period.

2) Reciprocity Examination:

This exam is intended for individuals who are certified peace officers in another state or a federal jurisdiction. Eligibility to take this exam is based on a combination of basic training and experience. Individuals who pass the exam are eligible to be licensed in Minnesota for a three-year period. Individuals who seek reciprocity eligibility reinstatement must pass the reciprocity exam again. Upon passage, they become eligible to be licensed for an additional three-year period.

3) Part-time Peace Officer Examination:

This exam is intended for individuals who have completed selection and training standards for part-time peace officers. These individuals must be under the sponsorship of a law enforcement agency that intends to hire the candidate when he or she has passed the part-time licensing exam. This exam is increasingly being administered to individuals who are eligible to take the Peace Officer Licensing Examination, but must wait for the next available exam date. These individuals will then be hired as a part-time peace officer by the sponsoring agency.

The Peace Officer Licensing Examination is given a minimum of six times per year.

The Reciprocity and Part-time Peace Officer Exam are scheduled by appointment and administered in the POST Board office.

Peace Officer Licensing Examination Data

Peace Officer Licensing Examination / FY 1999			
Ranges of Ages	Number Tested *	Male	Female
18-25	366	296	70
26-39	292	223	69
40-59	33	26	7
TOTAL	691	545	146

Peace Officer Licensing Examination / FY 2000			
Ranges of Ages	Number Tested*	Male	Female
18-25	427	350	77
26-39	293	244	49
40-59	24	17	7
TOTAL	744	611	133

Combined Peace Officer Licensing Examination / FY 1999/2000			
Ranges of Ages	Number Tested *	Male	Female
18-25	793	646	147
26-39	585	467	118
40-59	57	43	14
TOTAL	1435	1156	279

Year	Number Tested *	Number Passing	Male Number and percent passing	Female Number and percent passing
1999	691	613. (88.7%)	493 (90.4%)	120 (82.1%)
2000**	744	577 (77.6%)	472 (77.2%)	105 (78.9%)
TOTAL	1435	1190 (82.9%)	965 (83.5%)	225 (80.6%)

* Number tested includes individuals who took the exam more than once.
 **A completely revised licensing examination was administered for the first time on August 8, 1998. As expected, the result was a higher overall failing rate for the year. The current fail rate is now comparable to earlier years.

Part-time Licensing Examination Data

Part-time Examination / FY 1999			
Ranges of Ages	Number Tested *	Male	Female
18-25	21	20	1
26-39	41	27	14
40-59	3	1	2
TOTAL	65	48	17

Part-time / FY 2000			
Ranges of Ages	Number Tested*	Male	Female
18-25	22	20	2
26-39	19	18	1
40-59	7	6	1
Unknown	4	3	1
TOTAL	52	47	5

Combined Part-time / FY 1999/2000			
Ranges of Ages	Number Tested *	Male	Female
18-25	43	40	3
26-39	60	45	15
40-59	10	7	3
Unknown	4	3	1
TOTAL	117	95	22

Passing Rates for Part-time Licensing Examination

Year	Number Tested *	Number Passing	Male Number and percent passing	Female Number and percent passing
1999	65	57	43 (84.3%)	14 (82.4%)
2000	52	46	41 (88.5%)	5 (100.0%)
TOTAL	117	103	84 (85.6%)	19 (86.4%)

* Number tested includes individuals who took the exam more than once.

Reciprocity Examination Data

Reciprocity Examination / FY 1999			
Ranges of Ages	Number Tested *	Male	Female
18-25	7	7	0
26-39	70	66	4
40-59	21	21	0
TOTAL	98	94	4

Reciprocity / FY 2000			
Ranges of Ages	Number Tested*	Male	Female
18-25	11	11	0
26-39	77	68	9
40-59	21	21	0
TOTAL	109	100	9

Combined Reciprocity / FY 1999/2000			
Ranges of Ages	Number Tested *	Male	Female
18-25	18	18	0
26-39	147	134	13
40-59	42	42	0
TOTAL	207	194	13

Passing Rates for Reciprocity Licensing Examination

Year	Number Tested *	Number Passing	Male Number and percent passing	Female Number and percent passing
1999	98	75 (76.5%)	73 (79%)	2 (50%)
2000	107	66 (61.2%)	62 (63.2%)	6 (66.7%)
TOTAL	205	141 (68.7%)	135 (69.2%)	8 (61.5%)

* Number tested includes individuals who took the exam more than once.

State of Residence for Reciprocity Applicants

The following table indicates the states of residence of non-Minnesotans who took the Reciprocity Examination and includes those seeking reciprocity reinstatement.

State	FY	M	F	Total
Alabama	1999	1	0	1
	2000	1	0	1
Arizona	1999	3	0	3
	2000	2	0	2
California	1999	5	0	5
	2000	7	1	8
Colorado	1999	2	0	2
	2000	0	0	0
Connecticut	1999	1	0	1
	2000	1	0	1
Florida	1999	4	0	4
	2000	3	0	3
Georgia	1999	5	0	5
	2000	1	0	1
Iowa	1999	10	1	11
	2000	9	1	10
Illinois	1999	1	0	1
	2000	4	0	4
Indiana	1999	0	0	0
	2000	0	0	0
Kansas	1999	2	1	3
	2000	4	0	4
Missouri	1999	2	1	3
	2000	9	2	11
Montana	1999	1	0	1
	2000	2	0	2
Nebraska	1999	4	0	4
	2000	2	2	4
New Mexico	1999	0	0	0
	2000	4	0	4
North Carolina	1999	2	1	3
	2000	1	0	1
North Dakota	1999	13	0	13
	2000	13	0	13

Ohio	1999	1	0	1
	2000	1	0	1
South Dakota	1999	3	0	3
	2000	6	0	6
Tennessee	1999	3	0	3
	2000	0	0	0
Texas	1999	4	0	4
	2000	0	0	0
Utah	1999	1	0	1
	2000	0	0	0
Virginia	1999	0	0	0
	2000	0	1	1
Wisconsin	1999	12	0	12
	2000	15	1	16
Wyoming	1999	3	0	3
	2000	3	0	3
Federal or Unknown	1999	11	0	11
	2000	11	1	12

Number of persons not taking the examinations or who were denied licensing pursuant to Clause (I):

This clause does not apply to the POST Board because no one can be licensed without first taking the POST Licensing Exam.

Complaints investigated pursuant to Clauses (m), (n) and (o):

Summary of Complaints for Fiscal Year 1999

Standards of Conduct	9
Student Eligibility	1
Agency Complaint Procedure/Alleged Misconduct	14
Minimum Selection Standards Coordinator	6
Deadly Force	1
Administrative Rules	13
Theft	2
Assault	1
DUI, gross misd.	<u>1</u>
TOTAL	48

Summary of Complaints for Fiscal Year 2000

Standards of Conduct	13
Student Eligibility	4
Agency Complaint Procedure/Alleged Misconduct	19
Deadly Force	2
Administrative Rules	12
Theft	5
Assault	1
Criminal Sexual Conduct	<u>1</u>
TOTAL	57

Board Disciplinary Action for Fiscal Year 1999

- | | |
|------------------------------|--|
| 1. Revocation | Convicted of (misdemeanor) Controlled Substance Crime. (SACO*) |
| 2. Revocation of Eligibility | Conviction of (felony) Possession of Stolen Property. (SACO) |
| 3. Reprimand | Administrative Rules Violation. (SACO) |
| 4. Suspension – 60 days | Administrative Rules Violation. (SACO) |
| 5. Revocation | Convicted of (gross misdemeanor) 5 th Degree Criminal Sexual Conduct. (ALJ**) |
| 6. Revocation | Convicted of (gross misdemeanor) Possession of a Pistol w/o a Permit. (ALJ) |
| 7. Revocation of Eligibility | Convicted of (misdemeanor) 5 th Degree Assault/Failure to Disclose. (ALJ) |
| 8. Suspension – 5 days | Administrative Rules Violation. (SACO) |
| 9. Suspension – 30 days | Administrative Rules Violation. (SACO) |
| 10. Revocation | Convicted of (gross misdemeanor) Theft by Swindle. (SACO) |
| 11. Reprimand | Administrative Rules Violation. (SACO) |
| 12. Suspension – Stayed | Administrative Rules Violation. (SACO) |
| 13. Revocation | Convicted of (felony) Assault. |
| 14. Revocation | Convicted of (felony) Criminal Vehicular Homicide. |
| 15. Revocation | Convicted of (felony) Criminal Vehicular Operation. |
| 16. Reprimand | Administrative Rule Violation. (SACO) |

* Settlement Agreement and Consent Order

** Administrative Law Judge

Board Disciplinary Action for Fiscal Year 2000

- | | |
|-------------------------|--|
| 1. Revocation | Convicted of (felony) Theft. |
| 2. Revocation | Convicted of (gross misdemeanor) Stalking.
(ALJ) |
| 3. Voluntary Surrender | Convicted of (gross misdemeanor) Altering a
Motor Vehicle Odometer. (SACO) |
| 4. Suspension – 3 years | Convicted of (gross misdemeanor) Driving
Under the Influence. (SACO) |
| 5. Reprimand | Administrative Rules Violation. (SACO) |
| 6. Revocation | Convicted of (felony) Theft. |
| 7. Suspension – 10 days | Violation of Standard of Conduct/ Use of
Deadly Force when Unauthorized. (SACO) |
| 8. Reprimand/Suspension | Administrative Rules Violation. (SACO) |
| 9. Revocation | Convicted of (felony) Theft. |
| 10. Revocation | Convicted of (felony) Criminal Sexual Conduct. |
| 11. Voluntary Surrender | Administrative Rules Violation. (SACO) |
| 12. Reprimand | Administrative Rules Violation. (SACO) |
| 13. Revocation | Convicted of (gross misdemeanor) Misconduct
Of a Public Officer / Weapons Statutes. (ALJ) |

* Settlement Agreement and Consent Order

** Administrative Law Judge

Other POST Board information pursuant to Clause (p):

Unlike other licensing boards, the POST Board does not issue licenses immediately to individuals who pass the board's examinations. They are considered "eligible to be licensed" at that point. The license certificate is issued when a law enforcement agency notifies the Board that it has hired an individual who is eligible and that the individual has met all of the selection standards prescribed in POST Board's rules.

The following table illustrates the number of individuals licensed by gender and age as distinguished in the testing application data.

		FY 1999	FY 2000	TOTAL
Gender	Licenses issued to males	486	476	962
	Licenses issued to females	92	93	185
Age	Licenses issued to under 18 years	N/A	N/A	N/A
	Licenses issued to 18 to 25 years	230	245	475
	Licenses issued to 26 to 34	287	269	556
	Licenses issued to 35 to 59	61	55	116
	Licenses issued to 60 years or older	0	0	0
Total Licenses issued		578	569	1147

Fiscal Year 2000 "Performance Summary" Key Items

- Awarded 569 new peace officer licenses
- Administered 1,435 peace officer license exams
- Administered 205 reciprocity license exams
- Administered 117 part-time peace officer exams
- Renewed over 3,700 peace officer licenses
- Evaluated over 900 continuing education courses
- Maintained training records for 10,998 active and inactive officers
- Opened 52 investigation files
- Processed 53 complaint committee actions
- Participated in 6 administrative law judge hearings
- Conducted 1,066 criminal history background checks
- Prepared 603 agency pre-employment letters
- Recorded 701 "pointer system" background entries
- Visited colleges and universities that provide law enforcement education
- Monitored agencies and individuals who provide law enforcement training
- Participated in numerous committees and task forces on law enforcement issues

Miscellaneous Issues

Promulgation of administrative rules

The POST Board is authorized to promulgate administrative rules in matters falling under its legislative mandate.

Licensing of peace officers

The Board's rules require that applicants for peace officer licensing meet prescribed minimum educational, physical and psychological fitness standards. The rules also establish the general content of the post-secondary professional peace officer educational programs that prepare candidates for licensing.

All candidates must pass a licensing exam administered by the POST Board. There are two such exams, one for graduates of a Minnesota professional peace officer educational program and the other for experienced peace officers from other states who have completed basic training in law enforcement and had at least a year of experience in some other state or federal jurisdiction.

Part-time peace officer licenses are issued to eligible candidates who complete statutory selection standards under the sponsorship of a law enforcement agency.

Continuing education and reimbursement

Every peace officer and part-time peace officer must complete at least forty-eight (48) hours of continuing education within the three-year licensing period. The courses must be approved either by the POST Board's staff or by accredited sponsors that have been authorized by POST to approve their own offerings.

The POST Board helps to subsidize continuing education by providing reimbursement to defray part of the costs of law enforcement agencies that provide training for their officers. Funds are provided from a surcharge on fines imposed by local courts. The per officer share varies from year to year depending on the number of officer positions submitted by agencies for reimbursement. This amount was \$ 329.00 per peace officer in fiscal year 1999 and \$ 408.00 per peace officer and part-time peace officer in fiscal year 2000.

Renewal of licenses

Approximately one third of all licenses are due for renewal on July 1 of each year. Licensees do not need to be currently employed in law enforcement in order to renew their license, and most inactive officers choose not to renew. There is a restoration process for those who fail to renew the license by the deadline or who later decide to return to law enforcement.

Revocation of licenses

Based on legislation passed in 1995, the license of a peace officer is automatically revoked if the peace officer is convicted of a felony. Convictions include a finding of guilt, whether or not the adjudication of guilt is stayed or executed, an admission of guilt, or a no contest plea. The POST Board has the authority to revoke a license. The board's complaint procedure provides due process for licensees.

The board has licensing jurisdiction when infractions lead to a criminal conviction. Licensing action can also be taken against a chief law enforcement officer when the chief law enforcement officer fails to implement a board mandated policy or follow a directive of the board.

Testing

Licensing exams are administered a minimum of six times annually. The exam is always offered in the metropolitan area, and elsewhere when a second site is justified by the demand. Reciprocity and part-time peace officer exams are scheduled by individual appointment and conducted in the Board's office.

Candidates may take a licensing exam more than once, but a remedial study program is required after a third failure.

Unauthorized practice of law enforcement

The board is empowered to take action against an unlicensed individual when that individual practices law enforcement. This provision will be prosecuted by the attorney general.

Publications

The board issues publications that are related to its mission, including a book of learning objectives for post-secondary programs. The board revised the learning objectives in 1998 and published the results.

The Board revised the "Administrators Manual - a Guide to Law Enforcement Licensing and Hiring" in March of 1998. This manual was mailed to all law enforcement agencies in Minnesota.

Keeping POSTed, the POST Board's newsletter, is now published quarterly by office staff to provide the Minnesota law enforcement community with information on issues relating to peace officer licensing, education, research, reimbursements, disciplinary actions, staffing changes and other topics. (Copies of 5 previous issues are attached)

The board also publishes the *Criminal Code and Selected Statutes for Peace Officers* annually.

Legislative Mandates

All chief law enforcement officers must report to the board a summary data regarding investigation and disposition of cases involving alleged misconduct. The summary data must indicate the total number of investigations, total number by each subject matter, number dismissed as unfounded and number dismissed on grounds the allegation was unsubstantiated.

Law enforcement agencies in Minnesota are mandated to report to the board any allegations of fifth degree assault, domestic abuse and related violations. The board mails forms to the agencies twice per year requesting this information. These forms were evaluated and a report was submitted to the Legislature in January 1999.

Model Policy

The board developed a model policy for "Police Pursuit Driving." The model policies were mailed out to all law enforcement agencies in Minnesota with instructions that agencies had to send a copy of their policy back to POST for review. Policies not in compliance with the model policy were returned to the agencies for revision. Of the 501 agencies, 144 policies had to be returned to the agencies for revision.

The project involved organizing and facilitating a number of meetings between representatives of the law enforcement associations, legislators, training experts and community members.

Employment opportunities

Individuals seeking employment in law enforcement can call the peace officer opportunity line (POOL), a recorded message service maintained by the Board. The POOL line is updated on a weekly basis.

**Year 2000 Reimbursement Results
and Comparison with period 1987-2000**

Law Enforcement C.E. Reimbursement \$ Per Officer Share			
Fiscal Year	Amount Per Share	Increase/Decrease over Last Year	Amount in Fund
2000	\$408.15	\$78.94	\$3,189,250
1999	\$329.21	\$12.71	\$2,455,155
1998	\$316.50	(\$1.51)	\$2,341,741
1997	\$318.01	(\$4.42)	\$2,300,000
1996	\$322.43	(\$2.19)	\$2,300,000
1995	\$324.62	(\$3.78)	\$2,216,461
1994	\$328.40	(\$7.33)	\$2,216,460
1993	\$335.73	\$6.10	\$2,200,625
1992	\$329.63	(\$49.37)	\$2,087,326
1991	\$379.00	(\$81.00)	\$2,363,823
1990	\$460.00	(\$17.00)	\$2,801,400
1989	\$477.00	\$49.00	
1988	\$428.00	\$271.00	
1987	\$157.00		

Number of Peace Officers Eligible for Reimbursement			
Fiscal Year	# of Officers Eligible	Increase/Decrease From Year Before	% Increase From Preceding Year
2000	7839	373*	5%
1999	7466	66	0.89%
1998	7406	159	2.19%
1997	7247	98	1.37%
1996	7149	299	4.37%
1995	6850	58	0.85%
1994	6792	191	2.89%
1993	6601	228	3.58%
1992	6373		

Total Increase in Officers eligible for fund since 1992 = 1472

* Part-time Peace Officers became eligible for fund for the first time in the year 2000

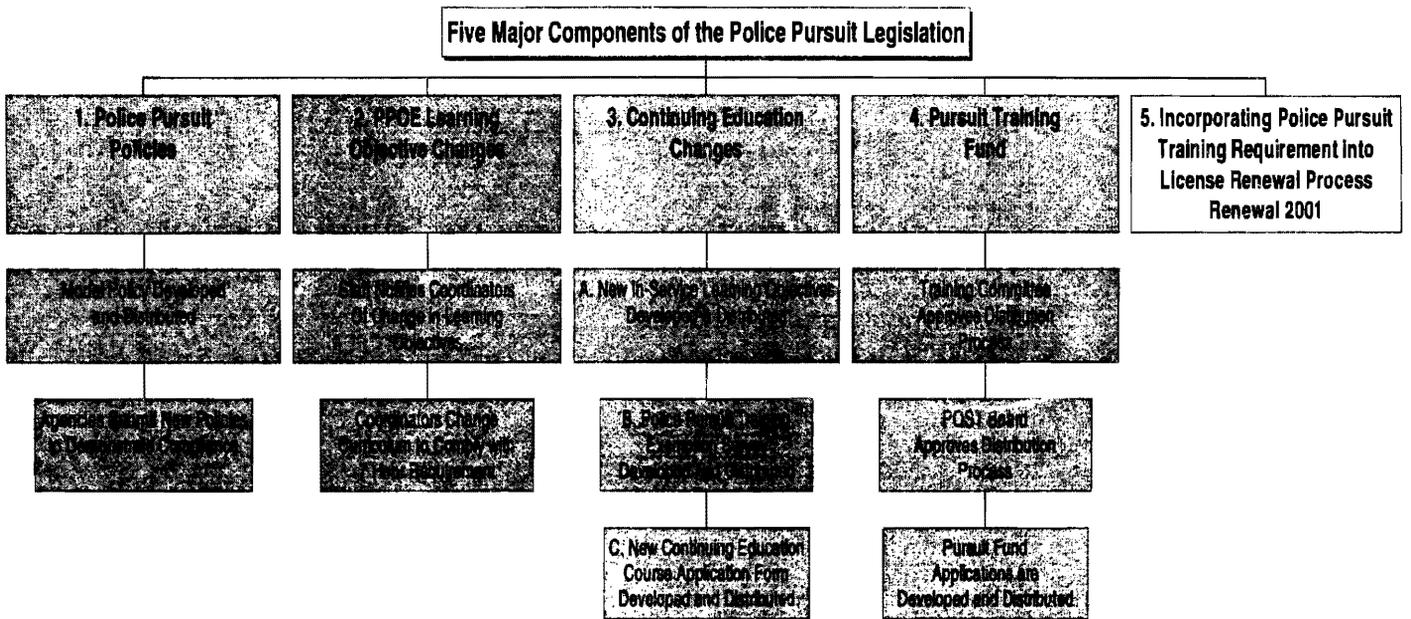
**CONTINUING EDUCATION EXPENDITURES
FOR 1995 - 2000**

This does not include expenses that were paid for by peace officers, membership dues for training associations, training officer or support staff salaries, or any training expenditures made by the Minnesota State Patrol, the Bureau of Criminal Apprehension, the Department of Natural Resources, or the Office of Gambling Enforcement.

TABLE 1

	Course Costs	Salary While in Training	Lodging and Meals	Transportation	Training Organization Fees	Other	TOTALS
2000 Totals:	\$2,500,776	\$9,332,538	\$851,224	\$341,213	\$220,250	\$515,604	\$13,761,605
1999 Totals:	\$2,478,032	\$9,062,264	\$857,223	\$312,067	\$349,373	\$1,274,087	\$14,333,046
1998 Totals:	\$2,227,774	\$8,793,274	\$811,689	\$285,785	\$327,052	\$1,898,899	\$14,344,474
1997 Totals:	\$2,112,040	\$8,749,130	\$735,444	\$281,896	\$207,632	\$1,745,505	\$13,831,646
1996 Totals:	\$1,823,902	\$8,345,231	\$711,988	\$302,335	\$242,266	\$1,693,515	\$13,119,237
1995 Total:	\$1,531,851	\$7382,171	\$637,408	\$245,513	\$299,530	\$2,500,243	\$12,976,715

Police Pursuits Legislation Implementation



Items in shaded boxes have been completed.
 Items not shaded are in-progress.

Police Pursuit and Emergency Vehicle Operation Training Data Tables

Police Pursuit and Emergency Vehicle Operations Reimbursement Fund 2000

Reimbursement Total:	\$300,000	
Reimbursed:	\$170.63	Per eligible officer if at least \$170.63 per officer was spent
Total Officers Eligible:	1840	Both peace officers and part-time peace officers
Total to sheriff departments:	\$92,100.92	
Total to police departments:	\$207,899.08	

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Police Pursuit and Emergency Vehicle Operations Expenditures for 2000

	Course Costs	Salary While in Training	Lodging and Meals	Transportation	Other	Total
Total Expenditures:	\$338,825.03	\$356,863.43	\$26,212.62	\$13,779.79	\$24,166.65	\$759,547.52

Agencies that Received Pursuit Fund
Money in FY 2000
in order by amount received

218 Agencies out of 501 total, received some level of reimbursement from the pursuit fund.

1	White Twp PD	\$ 55.98	38	Olivia PD	\$ 548.59
2	McGregor PD	\$ 103.00	39	Coleraine PD	\$ 570.90
3	Ivanhoe PD	\$ 165.00	40	Cannon Falls PD	\$ 574.00
4	Amboy PD	\$ 175.81	41	West Hennepin PD	\$ 581.54
5	Lanesboro PD	\$ 177.00	42	Rosemount PD	\$ 594.66
6	South Lake Minnetonka PD	\$ 184.72	43	Wayzata PD	\$ 602.60
7	Anoka Co.Park PD	\$ 192.64	44	Biwabik PD	\$ 611.23
8	Fertile PD	\$ 216.00	45	Jackson PD	\$ 611.89
9	Good Thunder PD	\$ 223.80	46	Royalton PD	\$ 625.00
10	Marble PD	\$ 245.68	47	Warroad PD	\$ 627.36
11	Breitung PD	\$ 273.00	48	Roseau PD	\$ 636.96
12	Big Stone Co. SO	\$ 277.60	49	Olmsted Co. SO	\$ 646.48
13	Clara City PD	\$ 290.00	50	Stewart PD	\$ 652.99
14	Hallock PD	\$ 293.14	51	Arlington PD	\$ 657.84
15	Ada PD	\$ 300.00	52	Watkins PD	\$ 663.52
16	Mendota Heights PD	\$ 300.00	53	Henderson PD	\$ 690.00
17	Rice PD	\$ 317.00	54	Winnebago PD	\$ 693.76
18	Slayton PD	\$ 322.40	55	Eden Valley PD	\$ 715.50
19	Medina PD	\$ 324.08	56	McIntosh PD	\$ 737.76
20	Winona Co. SO	\$ 340.00	57	Farmington PD	\$ 740.00
21	Sherburn Welcome PD	\$ 353.64	58	Lake Park PD	\$ 757.73
22	Osakis PD	\$ 356.70	59	Wadena PD	\$ 785.88
23	Lester Prairie PD	\$ 362.00	60	Lake Shore PD	\$ 793.64
24	Thomson Twp. PD	\$ 364.20	61	Cook Co. SO	\$ 800.00
25	Clearbrook PD	\$ 379.00	62	Appleton PD	\$ 813.36
26	Ortonville PD	\$ 406.48	63	Janesville PD	\$ 827.67
27	Kittson Co. SO	\$ 409.96	64	Zumbrota PD	\$ 833.00
28	Eagle Bend PD	\$ 445.00	65	Koochiching Co. SO	\$ 863.36
29	Fulda PD	\$ 447.00	66	Gaylord PD	\$ 865.65
30	Fillmore Co. SO	\$ 459.17	67	Climax PD	\$ 871.50
31	Lino Lake PD	\$ 485.00	68	Isle PD	\$ 910.19
32	Glenwood PD	\$ 493.28	69	Cass Co. SO	\$ 923.25
33	Mountain Lake PD	\$ 504.00	70	Bagley PD	\$ 965.96
34	Wyoming PD	\$ 516.00	71	Elgin PD	\$ 970.76
35	Pelican Rapids PD	\$ 528.74	72	LeCenter PD	\$ 980.00
36	Henning PD	\$ 532.00	73	Brownton PD	\$ 1,059.90
37	Dundas PD	\$ 540.00	74	Cold Spring PD	\$ 1,061.60

75	Newport PD	\$ 1,071.00
76	Roseau Co. SO	\$ 1,080.00
77	Buffalo Lake PD	\$ 1,082.50
78	Dassel PD	\$ 1,083.95
79	West St. Paul PD	\$ 1,087.38
80	Clearwater Co. SO	\$ 1,104.00
81	Wells PD	\$ 1,107.88
82	Onamia PD	\$ 1,130.40
83	Goodhue PD	\$ 1,287.20
84	Spring Lake Park PD	\$ 1,293.51
85	Oak Park Heights PD	\$ 1,320.00
86	Winthrop PD	\$ 1,351.00
87	International Falls PD	\$ 1,366.58
88	Wilkin Co. SO	\$ 1,367.17
89	New Brighton PD	\$ 1,392.68
90	Gibbon PD	\$ 1,400.00
91	Litchfield PD	\$ 1,408.88
92	Madison PD	\$ 1,423.60
93	Dawson PD	\$ 1,447.62
94	Thief River Falls PD	\$ 1,464.61
95	Todd Co. SO	\$ 1,477.69
96	Bovey PD	\$ 1,482.29
97	Cottage Grove PD	\$ 1,488.68
98	Redwood Co. SO	\$ 1,499.84
99	Lac Qui Parle Co. SO	\$ 1,510.00
100	New Richland PD	\$ 1,512.24
101	Traverse Co. SO	\$ 1,523.34
102	Benson PD	\$ 1,523.53
103	Bemidji PD	\$ 1,532.00
104	Paynesville PD	\$ 1,545.58
105	Pine Co. SO	\$ 1,559.60
106	Grant Co. SO	\$ 1,585.03
107	Mora PD	\$ 1,589.29
108	Silver Bay PD	\$ 1,620.00
109	New Hope PD	\$ 1,627.00
110	Lake Co. SO	\$ 1,627.28
111	Nisewa PD	\$ 1,638.69
112	Staples PD	\$ 1,639.72
113	Morgan PD	\$ 1,656.00
114	Elk River PD	\$ 1,664.16
115	Jackson Co. SO	\$ 1,670.00
116	Pennington Co. SO	\$ 1,708.89
117	St. Paul Park PD	\$ 1,739.00

118	Glencoe PD	\$ 1,777.87
119	South St. Paul PD	\$ 1,791.25
120	Pope Co. SO	\$ 1,798.52
121	Austin PD	\$ 1,802.00
122	Houston Co. SO	\$ 1,808.42
123	Stillwater PD	\$ 1,890.00
124	Hennepin Parks Public Safety	\$ 1,924.93
125	Rochester PD	\$ 1,928.00
126	Lake City PD	\$ 1,952.16
127	White Bear Lake PD	\$ 1,987.40
128	St. Joseph PD	\$ 1,988.60
129	Douglas Co. SO	\$ 2,007.33
130	Cloquet PD	\$ 2,098.60
131	Blue Earth PD	\$ 2,110.64
132	Hopkins PD	\$ 2,120.00
133	North Mankato PD	\$ 2,190.00
134	Beltrami SO	\$ 2,202.00
135	Waite Park PD	\$ 2,203.51
136	Little Falls PD	\$ 2,227.88
137	Milaca PD	\$ 2,270.84
138	Sleepy Eye PD	\$ 2,313.56
139	Faribault Co. SO	\$ 2,316.16
140	Annandale PD	\$ 2,324.00
141	East Gr. Forks PD	\$ 2,328.16
142	Hibbing PD	\$ 2,331.36
143	Sank Rapids PD	\$ 2,331.80
144	Waseca PD	\$ 2,336.95
145	Savage PD	\$ 2,411.32
146	Maplewood PD	\$ 2,672.76
147	Montgomery PD	\$ 2,678.00
148	Northfield PD	\$ 2,686.00
149	Park Rapids PD	\$ 2,686.00
150	Sartell PD	\$ 2,783.68
151	Waterville PD	\$ 2,944.33
152	Sibley Co. SO	\$ 2,968.64
153	Burnsville PD	\$ 2,972.00
154	Ramsey PD	\$ 3,143.00
155	Montevideo PD	\$ 3,181.00
156	Renville Co. SO	\$ 3,181.80
157	Nicollet Co. SO	\$ 3,476.59
158	Hutchinson PD	\$ 3,578.00
159	Lakeville PD	\$ 3,631.52
160	Willmar PD	\$ 3,739.86

161	St. Peter PD	\$ 3,769.00
162	Morrison Co. SO	\$ 3,804.00
163	North Branch PD	\$ 3,865.00
164	Redwood Falls PD	\$ 4,046.04
165	Swift Co. SO	\$ 4,173.00
166	Breckenridge PD	\$ 4,203.78
167	Becker Co. SO	\$ 4,287.34
168	Steele Co. SO	\$ 4,312.39
169	Dakota Co. SO	\$ 4,357.00
170	Clay Co. SO	\$ 4,367.00
171	Detroit Lakes PD	\$ 4,408.00
172	Long Prairie PD	\$ 4,419.97
173	Chisago City PD	\$ 4,428.05
174	Sherburne Co. SO	\$ 4,448.00
175	LeSueur PD	\$ 4,557.58
176	Maple Grove PD	\$ 4,597.52
177	Airport PD	\$ 4,760.00
178	Wright Co. SO	\$ 4,972.13
179	U/M Twin Cities PD	\$ 5,187.66
180	Osseo PD	\$ 5,253.12
181	Columbia Heights PD	\$ 5,457.00
182	Eden Prairie PD	\$ 5,670.00
183	Mounds View PD	\$ 5,952.43
184	Benton Co. SO	\$ 5,967.62
185	Plainview PD	\$ 6,294.88
186	Edina PD	\$ 6,348.84
187	Lake of Woods Co. SO	\$ 6,493.00
188	Ramsey Co. SO	\$ 6,510.72
189	Woodbury PD	\$ 6,650.00
190	Stearns Co. SO	\$ 6,848.96
191	Robbinsdale PD	\$ 6,850.96
192	Golden Valley PD	\$ 7,104.00
193	Fergus Falls PD	\$ 7,150.91
194	Canosia Twmsp	\$ 7,332.33
195	Kasson PD	\$ 7,421.23
196	Crystal PD	\$ 7,717.73
197	Faribault PD	\$ 8,890.65
198	Hubbard Co. SO	\$ 9,326.28
199	Mankato PD	\$ 9,329.31
200	Apple Valley PD	\$ 9,602.43
201	St. Louis Park PD	\$ 10,041.60
202	St. Cloud PD	\$ 10,173.20
203	Otter Tail Co. SO	\$ 10,175.24

204	Coon Rapids PD	\$ 10,662.75
205	Duluth PD	\$ 10,680.73
206	Plymouth PD	\$ 10,703.00
207	Eagan PD	\$ 10,919.00
208	Roseville PD	\$ 11,473.00
209	Blaine PD	\$ 11,627.00
210	Brown Co. SO	\$ 12,347.47
211	St. Louis Co. SO	\$ 14,460.78
212	Itasca Co. SO	\$ 16,100.69
213	Minnnetonka PD	\$ 19,444.32
214	Bloomington PD	\$ 22,045.00
215	Brooklyn Park PD	\$ 22,566.42
216	Chisago Co. SO	\$ 23,898.00
217	Minneapolis PD	\$ 41,637.24
218	Hennepin Co. SO	\$ 52,444.90

Minnesota Professional Peace Officer Education (PPOE) Programs

Alexandria Technical College (ATC)

Law Enforcement Program
1601 Jefferson Street, Alexandria, MN 56308
Telephone: (320) 762-4479 FAX: (320) 762-4501
E-mail: granth@alex.tec.mn.us
Grant Haugen, Coordinator.

- Academic and Clinical Skills components of the PPOE program.
- Two-year Associate of Applied Science (A.A.S.) degree
- 'Stand Alone' Clinical Skills component
- Certificate Program

Bemidji State University (BSU)

Department of Criminal Justice
351 Hagg-Sauer Hall, Bemidji, MN 56601
Telephone: (218) 755-2834
Rodney Witt, Coordinator.

- Academic component of the PPOE program.
- Two-year Associate of Science (A.S.) degree
- Four-year Bachelor of Science (B.S.) degree
- Certificate Program

Central Lakes College (CLC)

Criminal Justice Department
501 West College Drive, Brainerd, MN 56401
Telephone: (218) 855-8002 FAX: (218) 855-8220
Toll Free: 1-800-933-0346
E-mail: fox3alpha24@yahoo.com
Terry Fairbanks, Coordinator.

- Academic component of the PPOE program.
- Two-year Associate of Science (A.S.) degree
- Two-year Associate of Arts (A.A.) degree
- Certificate Program

Fond du Lac Tribal & Community College (FDLTCC)

Law Enforcement Program
2101 14th Street, Cloquet, MN 55720
Telephone: (218) 879-0849 FAX: (218) 879-0814
Toll Free: 1-800-657-3712
E-mail: dgreeman@fdl.cc.mn.us
David Greeman, Coordinator.

- Academic component of the PPOE program.
- Two-year Associate of Science (A.S.) degree
- Certificate program

Hamline University (HU)

Criminal Justice Program
Department of Legal Studies
1536 Hewitt Avenue, MB 222, St. Paul, MN 55104
Telephone: (651) 523-2327 FAX: (651) 523-3170
E-mail: jkrause@gw.hamline.edu
Gerald P. Krause, Coordinator.

- Academic component of the PPOE program.
- Four-year Bachelor of Arts (B.A.) degree
- Certificate Program

Hibbing Community College (HCC)

Law Enforcement Program
2900 East Beltline, Hibbing, MN 55746
Telephone: (218) 262-7258 FAX: (218) 262-7288
E-mail: steve.l.@ions.hcc.mnccsu.edu
Steve Lorenz, Coordinator.

- Academic and Clinical Skills components of the PPOE program.
- Two-year Associate of Applied Science (A.A.S.) degree
- 'Stand Alone' Clinical Skills component
- Certificate Program

Leech Lake Tribal College (LLTC)

Law Enforcement Program
Route 3, Box 100, Cass Lake, MN 56633
Telephone: (218) 335-2828 FAX: (218) 335 9892
E-mail: fourwolves@aol.com
Regina Gabrielle, Coordinator.

- Academic component of the PPOE program.
- Two-year Associate of Applied Science (A.A.S.) degree
- Two-year Associate of Arts (A.A.) degree
- Certificate Program

Metropolitan State University (MSU)

School of Law Enforcement, Criminal Justice
& Public Safety
1450 Energy Park Drive, St. Paul, MN 55108-5218
Telephone: (651) 642-0430 FAX: (651) 642-0435
Virginia Lane, Coordinator.

- Academic component of the PPOE program.
- Four-year Bachelor of Science (B.S.) degree
- Certificate Program

Minneapolis Community & Technical College (MCTC) • Academic and Clinical Skills components of the PPOE program.
 Center for Criminal Justice & Law Enforcement (CCJLE) Two-year Associate of Science (A.S.) degree
 1380 Energy Lane, Suite 104, St. Paul, MN 55108 Certificate Program
 Telephone: (651) 643-3434 FAX: (651) 643-3437
 E-mail: smithmi@mctc.mnscu.edu
 Michael T. Smith, Coordinator.

MCTC is part of the Metro Area College Consortium, which includes: Century Community and Technical College (White Bear Lake, MN); Inver Hills Community College (Inver Grove Heights, MN); Minneapolis Community and Technical College (Minneapolis, MN); Normandale Community College (Bloomington, MN); and, North Hennepin Community College (Brooklyn Park, MN).

Minnesota State University, Mankato (MSUM) • Academic component of the PPOE program.
 Department of Political Science / Law Enforcement Four-year Bachelor of Science (B.S.) degree
 109 Morris Hall, Mankato, MN 56001 Four-year Bachelor of Arts (B.A.) degree
 Telephone: (507) 389-1018 FAX: (507) 389-6377 Certificate Program
 E-mail: john.parham@mankato.msus.edu
 Web site: www.mankato.msus.edu/dept/pslc/
 John Parham, Coordinator.

Minnesota State University, Moorhead (MSUM) • Academic component of the PPOE program.
 Department of Sociology and Criminal Justice Four-year Bachelor of Arts (B.A.) degree
 102 H Lommen Hall, Moorhead, MN 56563 Certificate Program
 Telephone: (218) 236-2039 FAX: (218) 236-2593
 E-mail: hansel@minnstate.edu
 Mark Hansel, Coordinator.

Northland Community & Technical College (NCTC) • Academic component of the PPOE program.
 Criminal Justice Program Two-year Associate of Science (A.S.) degree
 1101 Highway 1 East, Thief River Falls, MN 56701 Certificate Program
 Telephone: (218) 681-0727 FAX: (218) 681-0724
 Toll Free: 1-800-959-6282
 E-mail: kstuckey@nctc.mnscu.edu
 Kevin Stuckey, Coordinator.

NCTC Criminal Justice Program courses are offered off-site at Fergus Falls Community College, Fergus Falls, MN.

Ridgewater College (RCC) • Academic component of the PPOE program.
 Law Enforcement / Criminal Justice Program Two-year Associate of Arts (A.A.) degree
 2101 15th Avenue North West, Willmar, MN 56201 Two-year Associate of Science (A.S.) degree
 Telephone: (320) 231-5150 FAX: (320) 214-3381 Certificate Program
 E-mail: enocksst@ridgewater.mnscu.edu
 Steve Enockson, Coordinator.

Rochester Community & Technical College (RCTC) • Academic component of the PPOE program.
 Law Enforcement Program Two-year Associate of Science (A.S.)
 851 30th Avenue South East, Rochester, MN 55904 Certificate Program
 Telephone: (507) 280-3117 FAX: (507) 280-3180
 E-mail: brian.watters@roch.edu
 Brian E. Watters, Coordinator.

RCTC Law Enforcement Program courses are offered off-site at Riverland Community College (Austin, MN).

Saint Mary's University of Minnesota (SMUM) • Academic component the PPOE program.
 Department of Sociology Four-year Bachelor of Arts (B.A.) degree
 700 Terrace Heights, #52, Winona, MN 55987-1399 Certificate Program
 Telephone: (507) 457-1511 FAX: (507) 457-1633
 E-mail: mvetter@smumn.edu
 Matt Vetter, Coordinator.

St. Cloud State University (SCSU)
Department of Criminal Justice
257 Stewart Hall, St. Cloud, MN 56301-4498
Telephone: (320) 255-4101 FAX: (320) 255-2993
E-mail: V00003@st.cloud.msus.edu
Charles W. Seefeldt, Coordinator.

● Academic component of the PPOE program.
Four-year Bachelor of Arts (B.A.) degree
Certificate Program

University of St. Thomas (UST)
Department of Sociology
Mail Number 4116, St. Paul, MN 55105
Telephone: (651) 962-5631 FAX: (651) 962-6360
E-mail: pfparilla@stthomas.edu
Peter Parilla, Coordinator.

● Academic component of the PPOE program.
Four-year Bachelor of Arts (B.A.) degree
Certificate Program

Vermilion Community College (VCC)
Criminal Justice / Law Enforcement Program
1900 East Camp Street, Ely, MN 55731
Telephone: (218) 365-7246 FAX: (218) 365-7202
Toll Free: 1-800-657-3608
E-mail: l.lukas@vcc.mnscu.edu
Leo Lukas, Coordinator.

● Academic and Clinical Skills component of the PPOE program.
Two-year Associate of Science (A.S.) degree
'Stand Alone' Clinical Skills component
Certificate Program

Winona State University (WSU)
Department of Sociology / Social Work
228 Minne Hall, Winona, MN 55987
Telephone: (507) 457-5699
E-mail: hdachel@vax2.winona.msus.edu

● Academic component of the PPOE program.
Bachelor of Science (B.S.) degree
Certificate Program

Professional Peace Officer Education (PPOE) Program Site Visits

July 1, 1998 - June 30, 2000

PPOE Program and Coordinator Contact	Reason for visit	Date(s) of visit
Fond Du Lac Tribal and Community College (Cloquet) Coordinator Dave Greeman	Provisional Certification Academic PPOE	09/30/98 10/01/98 10/14/98
Alexandria Technical College Coordinator Grant Haugen	Renewal of Certification Academic and Skills PPOE	11/15-16/98
Vermilion Community College (Ely) Coordinator Luke Lukas	Provisional Certification Skills PPOE	02/11-12/99 10/3-5/99
Ridgewater Community College (Willmar) Coordinator Steve Enockson	Renewal of Certification Academic PPOE	09/15/99
Leech Lake Tribal College (Cass Lake) Coordinator Gina Gabrielle	Provisional Certification Academic PPOE	06/17/99 10/01/99
Central Lakes College (Brainerd) Coordinator Terry Fairbanks	Provisional Certification Academic PPOE	07/13/00

Continuing Education Accredited Sponsor Site Visit and Review Schedule

Program and Contact	Comments	Most Recent Program Review
1. Airport Police Department Coordinator Marilyn Mortenson		2/25/2000
2. Alexandria Technical College Coordinator Jon Magnuson		5/11/99
3. Arrowhead Region Law Enforcement Training Coordinator Rod Pietila	Merging with Hibbing Visit Together	
4. Central Lakes College Coordinator Terry Fairbanks	New accredited sponsor in 8/00-revisit within 1 year	8/00
5. Century College Coordinator Joan Peterson		4/99 Schedule for 10/2000
6. Dakota County Technical College Coordinator Dorrance Wicks		1/00
7. Hennepin County Sheriff's Dept. Coordinator Tim Dalton		3/00
8. Hibbing Community College Coordinator Steve Lorenz	Merging with Arrowhead, Visit Together	
9. Minneapolis Community College Mike Smith, (Peggy Anderson)		2/00
10. Minneapolis Police Department Coordinator Mary Lou Fiala Cludy		2/00
11. Minnesota State Patrol Coordinator Cpt. Lori Hodapp		2/00
12. MN Bureau of Criminal Apprehension Coordinator SAIC Linda Finney, (Gloria Nesenson)		2/00
13. MN West Community and Technical College Coordinator Ron Thomton		4/99 Schedule for 10/2000
14. North EMS Education Coordinator Janna McFarlane		9/00
15. Northland Community College Coordinator Ken Froschheiser	New Coordinator – Priority Visit	5/99
16. Ramsey County Sheriff's Department Coordinator Brad Camitsch		1/00
17. Riverland Community College	Comments: Accredited Sponsor Status on-hold	
18. St. Paul Police Department Paul Strong	New Coordinator – Priority Visit	3/00
19. Western Area City/County Cooperative Laurie Mullen		5/99

Excellence in Training Awardees

1998

Individual Awards

- **Mr. Rod Pietila** of Arrowhead Region Law Enforcement Training
- **Special Agent Julie Brunzell** of the Minnesota Bureau of Criminal Apprehension

Program Awards

- **The Minnesota Bureau of Criminal Apprehension - Management Series**
Program Coordinator: **Mr. Ray Spack**
- **The Minneapolis Training Unit,**
Program Coordinator: **Lt. Stacy Altonen.**

1999

Individual Awards

- **Deputy Dean Nelson** of the Otter Tail County Sheriff's Department
- **Senior Special Agent Jeff Luther** of the Minnesota Bureau of Criminal Apprehension

Program Awards

- **The Brooklyn Park Police Department – Training Division**
Program Coordinator: **Officer George Moore**
- **The Combined Training Program of the Chisago County Sheriff's Department and the Forest Lake Police Department**
Program Coordinators: **Corporal Karl Schreck and Officer Bob Reed**

◊ Keeping POSTed ◊

Minnesota Board of Peace Officer Standards and Training
December 1998

A Message from the Executive Director

Neil Melton

I am deeply honored to have been selected as the Executive Director of the POST Board and am determined to continue the Board's commitment to excellence in law enforcement.

When I reflect on the experiences that afforded me the opportunity to serve as the Board's Executive Director, I realize how much I owe to the people who influenced my twenty-two-year (to date) law enforcement career. First, I owe much gratitude to the members of the Bloomington Police Department with whom I spent eleven years. Although most of the officers, supervisors and administrators who were present in 1976, when I began that adventure, have since retired. I relish the memories of "protecting and serving" with some of the finest men and women I have ever known. I learned a lot from them ... about people, about policing and, perhaps most importantly, about myself. I'm sure each of you who has worn "the uniform" has many similar memories. It is that type of profession.

As Director of the Center for Criminal Justice and Law Enforcement I was again fortunate to have colleagues who represented the highest personal and professional attributes. From support staff and faculty members to the guest lecturers and role-players, I was surrounded by the best and brightest the policing profession had to offer. It was with those law enforcement leaders and subject matter experts that I again found myself on the learning curve. Whether the topics were pre-service, general law enforcement pro-

(Exec. Director continued on page 2)



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Congratulations to 1998 Excellence in Training Award Winners

The POST Board has announced the winners of this year's *Excellence in Training Awards*. The awards are intended to recognize and commend individuals and programs that provide innovative, high quality, and effective continuing education for peace officers.

The two award recipients for exceptional individuals in law enforcement training are:

- **Mr. Rod Pietila** of Arrowhead Region Law Enforcement Training

Mr. Pietila has operated a highly effective training program for the Arrowhead Region of Northern Minnesota since the late 1970s. His dedication to meeting the training needs of Minnesota law enforcement in a cost effective manner has been reflected in his program which has brought quality training to small towns as well as to larger communities.

Virginia Police Officer Dana Waldron states in his recommendation, "*Rod always takes the time and effort to go the extra mile - to answer a question or help solve a problem during training. Rod always has the best interest of law enforcement in mind whenever he makes decisions regarding education and training.*"

- **Special Agent Juliann Brunzell** of the Minnesota Bureau of Criminal Apprehension

Special Agent Brunzell's specialized domain has been in victim sensitive areas including domestic violence, sexual assault, and child abuse. She has been a strong advocate for attacking these crimes with a multi-disciplinary, collaborative approach to inves-

(Awards - Continued on page 3)

(Executive Director continued from page 1)

grams or in-service, continuing education courses on the concepts and techniques of contemporary policing. I was honored to work with them. Interaction with chiefs, sheriffs, troopers, agents, police supervisors and line officers gave me the chance to learn even more about our profession. I will be forever indebted to them for sharing their knowledge, expertise and insights.

As I enter the third phase of my law enforcement career, I am very excited about the challenges and opportunities that lie ahead for Minnesota's law enforcement profession...because it is a profession in every sense of the word. From post-secondary education requirements, pre-service eligibility rules, in-service education and training to the standards of conduct for officers, our profession has earned a reputation as setting the standards by which other states are compared. I am confident the POST Board will continue the process and practice of building upon its record of success through innovation, dedication and determination. The commitment of past and present POST Board members and support staff has given us the basis for future growth. As the Executive Director, it is my goal to work with the Board's constituent groups to continue the tradition of excellence through open communication and consensus-building.

There are no greater concerns for Minnesota citizens than crime and criminals; there is no better solution than the cooperative efforts of Minnesota's law enforcement community. As a start, I urge you to become involved in the process by attending POST Board meetings and other related functions. You will be impressed by the talent and dedication of the Board members who were appointed to serve your interests.

It is my intention to focus the early part of my tenure as



LAW ENFORCEMENT OPPORTUNITIES (LEO) CAREER FAIR

The eighth annual Law Enforcement Opportunities Career Fair is scheduled for Thursday, April 22, 1999 at the Minneapolis Convention Center. The LEO Career Fair targets women and people of color in an effort to encourage them to pursue careers in law enforcement and corrections and thus diversify the criminal justice profession.

The LEO Career Fair is a unique opportunity for your agency! Don't miss your chance to:

- ◆ inform women and persons of color about your agency's sworn and non-sworn career opportunities and the education and training required for these positions,
- ◆ gain a better understanding of the existing skill, experience and education levels of women and persons of color interested in pursuing careers in law enforcement and/or corrections, and
- ◆ recruit qualified women and persons of color for positions within your agency.

Proceeds from the LEO Career Fair are disbursed, in the form of scholarships, to eligible women and people of color to use toward their law enforcement education.

LEO Membership — Two categories of LEO membership are available: \$10.00 for Student Membership and \$20.00, Regular Membership. Membership fees are also used to support scholarships. As a member of LEO, you will receive notices of upcoming monthly meetings and minutes of past meetings.

LEO Board Meetings — LEO Board meetings are held the third Wednesday of every month from 2:00-4:00 p.m. Location of meetings varies from month to month. Everyone is welcome to attend, whether or not you are a member.

For more information on how you can become involved in LEO please contact Stephanie Roy Hattberg, Education

Other News POST Rules Coordinator *Mark Bliven* recently left the POST Board to take a position on the staff of the Wisconsin legislature. He will certainly be missed because he navigated the Board through the complexities of major rules changes during the past two years. We expect to have someone in place to take over Mark's work on the Rules shortly Law Enforcement agencies need to keep in mind that the current licensing fee for new officers is \$90.00. We continue to receive Request for License applications with the old fee of \$15.00. We also continue to receive Part-time Examination applications with the former \$12.50 fee amount instead of the current \$52.50. If you still have old forms that reflect the outdated fee amounts, please contact us and we will provide you with current ones **Just a Reminder:** On June 1st, 1998 Chief Law Enforcement Officers were mailed a copy of the reporting form regarding *Alleged Peace Officer Misconduct*. This is a legislatively mandated annual report to be submitted by Chief Law Enforcement Officers. If you have not submitted this report to POST, please give attention to this matter as soon as possible.

RECRUITMENT CORNER

by Dave Larson, Recruitment Coordinator

PHASE Four (4) of the Educational Opportunities Program has begun and POST will be accepting applications to participate from CLEO's through April 30, 1999. The applications should have been received in CLEO's offices by the 11th of December. If you do not have this material please call me immediately at (651) 643-3097 and I'll send you another copy. The two mandated criteria from last year continue to be in effect. They are as follows:

- a conditional job offer of employment from the law enforcement agency must be made to the student(s), and
- the student(s) must be enrolled in the licensing core of a professional peace officer education program.

If you are in need of assistance please contact me at (651) 643-3097.

Finally I want to let everyone who participated in last summer's recruitment photo shoot and video that we are now in final edits/voice-overs and by the first of the year we should have a viewable copy for you to see. Please contact me soon at (651) 643-3097 with your availability in early January for a screening opportunity. I may be hard to reach at times so please leave your name, dates with you in case we can't connect. I will do my best to contact you before the 24th. Thank you for your patience and I am confident we will have a great product for distribution to school counseling offices, community agencies, and state workforce centers.

1999 Examination Schedule

Beginning in April, 1999, the Peace Officer Licensing Exam will be held on the *third Friday of each even-numbered month*. Please keep this schedule in mind if you are going to be involved in any hiring of peace officers in the upcoming year.

Pass/fail results are mailed out to each student testing within 2 weeks of the testing date.

1999 Schedule:

February 12, 1999. Registration deadline January 29.

April 16, 1999. Registration deadline April 2nd.

June 18, 1999. Registration deadline June 4th.

August 20, 1999. Registration deadline August 6th.

October 15, 1999. Registration deadline October 1st.

December 17, 1999. Registration deadline Dec. 3rd.

In-house Exams

The POST Board continues to administer other exams in its offices. The Reciprocity licensing exam, the Part-time Peace Officer Exam, the Reinstatement of Eligibility Exam and the Restoration of License Exam are given on Tuesdays and Thursdays by appointment. Applications must be received by POST at least 2 weeks in advance of the date the individual is scheduled to test.

(Awards -- Continued from page 1)
tifications.

Special Agent in Charge Linda Finney stated in her recommendation, "*Her thoroughness and innovative ideas resulted in the BCA being one of less than a handful of law enforcement agencies to receive funding for training projects.*"

The award winners for exceptional continuing education programs in law enforcement training are:

- **The Minnesota Bureau of Criminal Apprehension - Management Series**
Program Coordinator: **Mr. Ray Spack**

The Minnesota Bureau of Criminal Apprehension's Management Series is a high quality, innovative supervisory training program which has provided training to over 4,500 participants throughout the state since it began in 1986. According to Special Agent in Charge Linda Finney, "*This program exemplifies law enforcement training at its best, and is continuously seeking ways to improve and grow with the needs of Minnesota's law enforcement community.*"

- **The Minneapolis Training Unit,**
Program Coordinator: **Lt. Stacy Altonen.**

The Minneapolis Police Training Unit provides high quality training to the 1000 officers of the Minneapolis Police and Parks Departments. In addition to having its own staff of qualified instructors, the Unit also brings law enforcement training experts from throughout the country to the area.

According to Lt. Tim Dolan of the Minneapolis Police Department Narcotics Unit, "*A particular innovative gem for the Unit is their successful diversity training program. Taking advantage of the department's efforts to recruit and retain minority*

◊ Keeping POSTed ◊

Minnesota Board of Peace Officer Standards and Training
February 1999

A Message from the Executive Director

Neil Melton

January has been a very busy month for the POST Board members and staff. The following is a recap of some of the activities that have direct or tangential impact on POST responsibilities.

The legislative session is in progress with several initiatives that will interest Minnesota's law enforcement community. I have met with many representatives, senators, legislative support personnel, and law enforcement representatives to discuss:

- Pursuit driving;
- .08 BAC;
- Primary seatbelt violation;
- DARE funding;
- Recruitment;
- Training facilities; and
- Part-time peace officer licensing.

Whether any or all of these items result in legislative action remains to be seen.

I am encouraged by the level of support legislators show for peace officer-related, and therefore ultimately, citizen-related initiatives. I urge you to follow the progress of law enforcement legislation by logging-on to the Legislature's web page at: <http://www.leg.state.mn.us>

On January 21st Dave Nordan, POST Standards Coordinator, and I attended the Minnesota New Sheriffs' Orientation Conference in South St. Paul. After I gave a presentation on the role and responsibility of POST, Mr. Nordan followed with a very informative class on POST standards and procedures that are of importance to the twenty-five newly elected sheriffs. An underlying theme of our



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Upcoming Board Meetings

March 25
April 22
May 27
August 26
September 23
October 28
November 18

POST Board meetings are at 1:00
p.m. Call for location and times
for committee meetings (651-
643-3300)

Rules Update

Revised Action of Proposed Minimum Selection Requirement 5 Year Redemption Period

Prior to the Board meeting on January 28th, 1999 the first step of the rulemaking process with regard to minimum selection standards began with a *Request for Comments* action that notified the public that POST is planning to do rulemaking. Comments were asked to be turned in by January 15th, 1999. At that juncture we were to wait at least 60 days after that *Request for Comments* before we formally proposed rules.

Since the action taken by the Board on January 28th, 1999 modified the proposed minimum selection standard from a five-year redemption period that included 609.224, 609.2242, 609.465, 609.52, 609.324, and misdemeanor conviction of State or Federal Narcotics or Controlled Substance Law, to a staff direction to provide a proposal that includes *only* 609.52 and sponsorship by law enforcement and appearance before a subcommittee of the Board, we remain in the Request for Comments period until formal Board action is taken on the new proposal.

Interested parties are still encouraged to provide comments. The next Board meeting is on Thursday, March 25th, 1999. Should the revised proposal (outlined below) pass at the next Board meeting, the rulemaking process would then move on to its next step.

Revised Draft Proposal for Minimum Selection Requirements - 5 Year Redemption Period would include the following components: 609.52 - Misdemeanor Theft under \$200; Eligibility for redemption dependant upon individual securing a law enforcement sponsor and filing an application for review before a subcommittee of the POST Board. The above-mentioned subcommittee would be

(Executive Director -- continued from page 1)

presentations was that POST be viewed as a resource for chief law enforcement officers who may have questions or concerns about POST-related standards, training, licensing and complaint protocols. I want to thank Jim Trudeau, Executive Director of the Minnesota Sheriffs' Association, for the invitation to attend the conference.

Executive Committee

On January 27th the POST Board Executive Committee discussed the following items:

- **Psychological Testing Standards.** The issue centers on whether the need exists to have standardized psychological testing instruments and profiles for all officers licensed in Minnesota. Currently agencies are able to use any licensed psychologist to screen their applicants, and the psychologists are free to use whatever test(s) they deem appropriate. That non-standardized process is questioned when an applicant "fails" a psychological exam for one agency, but later "passes" an exam for another agency. The Executive Committee voted to convene an ad hoc committee to further study the issue. The committee will include a member of POST's Executive Committee, representatives of law enforcement, licensed psychologists, and public members. If you are interested in serving on the committee, please contact me by March 1st, 1999.

License Eligible Rosters. The possibility of POST providing chief law enforcement officers (CLEOs) with a list of license-eligible candidates who have met all POST Minimum Selection Standards. The committee voted to table the issue at this time. Since the POST "pointer system" for background checks is still relatively new, members agreed to monitor that system for a few months before exploring other options.

Standards Committee

On January 28th the POST Board's Standards Committee discussed two main items:

Part-time Peace Officer Licensure. Representative Rich Stanek and Senator Randy Kelly will introduce legislation this session to end the practice of POST licensing new part-time peace officers. The legislation would also set a date by which current part-time officers would have to complete a yet-to-be-determined training curriculum in order to maintain their part-time license. The rationale for the proposed action is based in part on the differences between full- and part-time licensed officers in terms of pre-service and in-service, continuing education and training requirements. Some proponents of the legislation argue the discrepancies diminish the "professionalism" of Minnesota's law enforcement community and pose unnecessary risks to the part-time officers and to the citizens they serve.

The Standards Committee was divided on the issue and did

not forward a recommendation to the full Board. The full Board will consider the issue at its March 25th meeting.

Peace Officer Pursuits — During the 1999 Legislative Session, this is an issue that has generated extensive public interest, as evidenced by newspaper articles and editorial pages.

The legislation sponsored by Representative Rich Stanek stems in large part from recommendations by the pursuit committee that has discussed the issue for the past year. The committee was comprised of representatives of POST, the Chiefs' Association, the Sheriffs' Association, Minnesota Troopers, Bureau of Criminal Apprehension, and the Minnesota Police and Peace Officers Association.

The pursuit committee made three recommendations to the full Board: 1) revision of the POST Board's "Model Policy on Pursuit Driving," 2) revision of POST Board Rule 6700.2700, "Police Pursuits," and 3) legislation which provided funding for additional training, the purchase of deflation devices for all marked squad cars in Minnesota, and the purchase of driving simulators. The distribution of the deflation devices and simulators would be administered by the Department of Public Safety.

As the above actions attest, the POST Board and its subordinate committees are actively involved in issues that have a direct impact on every Minnesota law enforcement practitioner. I urge you to get involved in the process by sharing your opinions and perspectives on the issues with the Board members who represent your

New Rules Coordinator

We have a new addition to the POST Board staff, Nancy Haas. Nancy has taken over the Rules Coordinator position vacated by Mark Bliven. Nancy comes to us with extensive legislative experience from the Minnesota House of Representatives where she previously served as the Committee Administrator for the Judiciary Finance Committee. Additionally, Nancy will be attending William Mitchell College of Law as a part time law student next fall. Her background, as well as her future educational studies will be a great addition to the POST Board. Please feel free to contact Nancy with questions or just introduce yourself, her number is 651-603-0070.

LAW ENFORCEMENT

OPPORTUNITIES (LEO) CAREER FAIR

The eighth annual Law Enforcement Opportunities Career Fair is scheduled for Thursday, April 22, 1999 at the Minneapolis Convention Center. The LEO Career Fair targets women and people of color in an effort to encourage them to pursue careers in law enforcement and corrections and thus diversify the criminal justice profession. For more information, please contact Mary Bjornberg at

RECRUITMENT CORNER

by Dave Larson, Recruitment Coordinator

I would like to remind you about the availability of our Peace Officer Opportunity Line or P.O.O.L. Line (651) 643-3075 for use when you have one or more full or part-time sworn officer job openings. Currently we will consider non-sworn "feeder" positions if space is available. In the near future we intend to upgrade this job hotline to incorporate more features and space for all types of sworn and non-sworn "feeder" positions. Some important considerations when requesting announcements on the P.O.O.L. line:

- ⇒ Please fax (651) 643-3072 or mail us your announcements before 1pm on Friday;
- ⇒ Please be concise since there is limited space and once completed is highly difficult for our staff to make changes until the following week unless we re-record all the other vacancy announcements for that week; and
- ⇒ Include any phone numbers interested people can call for more information and to request an application.

In addition, you should include a brief description of your agency's minimum qualifications used to assess candidates.

Finally, I want to remind any agency interested in participating in the 1999 LEO Career Fair to contact Mary Bjornberg at (651) 643-3067 ASAP. Our spaces are filling fast and if your agency is going to create hiring lists this spring, this is the time to participate. The Fair is April 22nd, 1999, and we hope to have more participation by Greater Minnesota and medium-sized cities. The Fair will be held again at the Minneapolis Convention Center from 11am until 7:00 pm.

January POST Board Meeting

On January 28th the full POST Board met and discussed many issues, including:

White Earth / Mahnommen County

A lengthy discussion concerning a proposed agreement between the White Earth Band of Chippewa Indians and Mahnommen County generated considerable interest. Representatives of White Earth and Mahnommen County are interested in establishing guidelines and procedures for coordinated law enforcement on the White Earth Indian Reservation. Approximately twenty White Earth residents attended the meeting and several voiced their opposition to the concept. Under such an agreement, the Mahnommen County Sheriff would deputize qualified members of the White Earth Tribal Police Force and sponsor them for POST licensure. According to the Attorney General's Office, legal counsel for the POST Board, the question of whether POST could license peace officers hired under such conditions depends on the interpretation of two legal issues:

1. Is the White Earth Tribe and/or its police department a "law enforcement agency" under Minnesota statute?
2. Does the "deputation" of White Earth police officers by the Mahnommen County Sheriff provide sufficient legal basis for POST licensure?

The POST Board, represented by the Minnesota Attorney General's Office, will continue discussions with the attorneys representing White Earth and Mahnommen County.

Pursuit Driving

The Board voted to adopt the revised "Model Policy on Pursuit Driving." The revisions include a broader "policy statement" and language that reflects new tactics and technologies available for pursuit actions. The Board did not vote to begin the rules revision process necessary to change POST Board Rule 6700.2700. The Board considered the action redundant to the action taken to revise the model policy. With respect to proposed legislation, the Board commented favorably on the initiative; however the Board pointed out the necessity for having funding included. The Board is in total agreement that unfunded legislative mandates present undue burdens on law en-

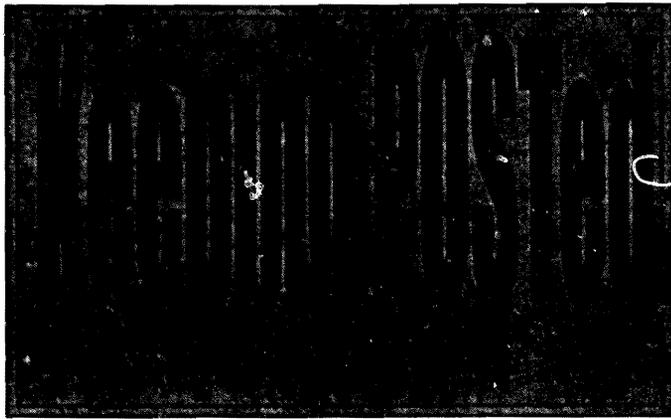
Technology Update

POST has been making some changes in the technology department, as we try to keep up with technology explosion happening all around us. First and foremost, the Minnesota POST Board is now on the World Wide Web. Our address is:

<http://www.dps.state.mn.us/post>.

This web site will be undergoing major renovations in the coming weeks. If you have any questions or suggestions, please contact Benjamin Roelofs at ben.roelofs@state.mn.us.

We are also upgrading our computer system (again!). As technology makes communications easier and faster, POST is trying to keep up to best serve our profession. In the next few months, POST will be redesigning its database system in an effort to serve you better. As we get closer to



A Message from the Executive Director

by
Neil W. Melton, Executive Director
POST Board

A New Look. This is the first edition of the "new" *Keeping POSTed* ... bigger, hopefully better, and with new features. It is my intention to make this publication a real source for information for Minnesota's law enforcement community. I welcome your comments on ways to improve the newsletter. Feel free to contact me at: 651-643-3063 or email to nmelton@mail1.dps.state.mn.us

POST Staffing Change. Mary Bjornberg was recently named the Assistant Director of the POST Board. You may know Mary from her many years at POST, most recently as the Licensing Coordinator. A major component of her time will be spent managing the often overlapping responsibilities of individual professional staff coordinators in the areas of pre-service education, continuing education, testing, licensing and standards. In short, Mary will be responsible for day-to-day operations relating to the ever-increasing myriad of POST-related projects.

Speaking of POST-related Projects. Every legislative, POST rule or POST policy action has a corresponding implementation reaction. Even a relatively minor change in law, rule or policy may have extensive implications. POST staff and resource. The recent legislative actions on pursuit driving and part time officers have had an enormous impact on POST staff and agency resources. Subsequent surveys, information packets, forms and assorted mailings have certainly taken their toll on our staffs' resolve as well as our postage budget. Our clientele includes 508 Minnesota law enforcement agencies, over 10,000 licensed officers, legislators, other state agencies and various public, private and community groups. Effective communication between POST and each of those client-customers is critical to our success. We are looking for ways to become more efficient in our mailings and related correspondence, so if you have suggestions please let us know. Your timely response to these efforts is greatly appreciated.



POST Training Awards

On Thursday, December 2nd, 1999 the POST Board will recognize several people and programs that provide innovative, high quality and effective continuing education for peace officers. The POST Board Excellence in Training Awards will be given out at the Association of Training Officers of Minnesota (ATOM) Winter Conference dinner. The dinner will be held at the Earle Brown Heritage Center in Brooklyn Center, Minnesota. Award winners will be selected in September. For information regarding the winners or the nomination process itself, please call Peggy Strand, Education Coordinator at 651-643-3066. For information regarding reservations for this year's dinner or the ATOM Winter Conference, please call Darlyne Erickson, ATOM Business Manager, at 612-922-2321.



A Message from the Executive Director

(Continued from page 1)

The Role of the POST Board. While POST is by definition and design a regulatory agency, it is my goal to enhance our role as a resource to agencies and officers. POST files and computers contain a wealth of information and statistics. Ben Roelofs, our resident computer whiz, has assured me the new system will regurgitate that information in a quick and accurate manner. It is my expectation POST can be a valuable resource to Minnesota's law enforcement community in terms of surveys, statistical analyses and reports. To better facilitate this effort, I am going to explore the feasibility of partnering with a college or university that would offer graduate students the opportunity to complete research internships under the guidance of POST staff. It is time POST takes a leadership role in the study of issues germane to policing in contemporary society. Subsequent research would prove valuable to agencies, communities, legislators and POST as we develop strategies for future law enforcement initiatives. Without empirical research and evaluation, we are only guessing.

A Long August Board Meeting The August 26th POST Board Meeting was interesting...and lengthy. Meetings normally adjourn around 4:00 p.m., but the August meeting lasted until 5:30. The additional time was needed to agree on implementation strategies for the legislative policies enacted last session. Seemingly minor legislative changes have huge implications for the law enforcement profession and for POST staff members, such as:

...Pursuit Driving. The pursuit driving language called for additional training with partial funding. POST must design a procedure to monitor the pursuit training for officers identified by their chief or sheriff as needing the training. POST will also establish a new process to monitor the reimbursement of the special \$300,000 annual training funds.

It is very important that agencies start keeping track of police pursuit training expenses now. Agencies will need to be able to separate pursuit training expenses from other training expenses next sum-

mer when the pursuit training reimbursement and the general continuing education reimbursement forms are sent out.

...and Part-time Officers. The part-time legislation called for additional training requirements prior to taking the part-time licensing exam and made those part-time officers eligible for reimbursement dollars based on forty-eight continuing education credits per three-year licensing cycle.

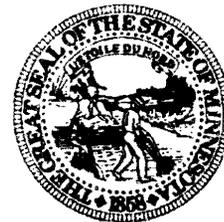
Traveling Around the State. One of my primary professional objectives as POST's Executive Director was to make time to meet people from across the state and listen to their concerns about law enforcement. During the next four months I will have the chance to do just that. Thanks to the Minnesota's Board of

Government Innovation and Cooperation (did you even know there was such a board?), I will be part of a series of regional forums hosted by that area's state legislators. The focus of the sessions is to discuss how state and local governments and agencies can better work together to improve the efficiency and effectiveness of public services. The Wednesday night meetings scheduled through October include Crystal, Montevideo, Litchfield, Minnetonka, New Brighton and Brainerd. The November and December meetings have yet to be scheduled, but should include all parts of the state.

About the Board of Innovation and Cooperation. The Board has been in existence about six years and has been instrumental in a number of truly "innovative and cooperative" endeavors. Of special interest to law enforcement is the following excerpt from the Board's booklet on **Innovations: Bright Ideas in Local Government**:

"Rock County and the City of Luverne explored the feasibility of merging the City Police Department with the County Sheriff's Department to form a single county-wide agency. The consolidation was deemed feasible and a merger has been implemented. The merger enabled the city and the county to provide more efficient law enforcement services by capitalizing on numerous economies of scale."

In addition to the City of Luverne, in the last few months POST has learned there have been at least four other municipal agencies that have disbanded or merged with other agencies. Perhaps we are witnessing a change in the role of small community policing in Minnesota based on economic realities and social expectations. If you would like more information or would like to attend a forum, please call Jim Gelbmann at 651-282-2390.



POST LICENSEE DISCIPLINARY ACTIONS: (1999 TO DATE)

Automatic Revocation of Peace Officer License

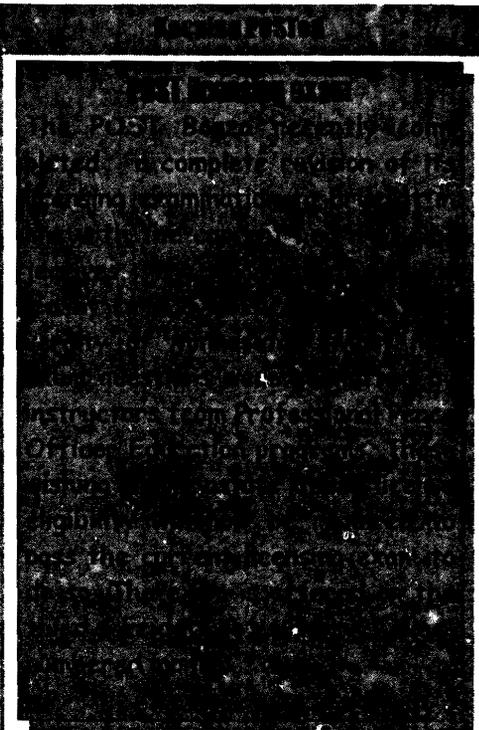
- ◆ **Bradford, Edward James**
(Deer River Police Department)
Convicted of Assault in the Second Degree
- ◆ **Genell, William John**
(Minnetonka Police Department)
Convicted of Criminal Vehicular Operation Resulting in Bodily Harm
- ◆ **Thompson, Eric Brandon**
(Olmsted County Sheriff's Office)
Convicted of Criminal Vehicular Homicide; Criminal Vehicular Operation; and Criminal Vehicular Operation Resulting in Bodily Harm.
- ◆ **Woxland, James Elmer**
(Spring Grove Police Department)
Convicted of Felony Theft

Settlement Agreement for Revocation of Peace Officer License

- ◆ **Kitchenmaster, Mark Stephen**
(Kandiyohi County Sheriff's Office)
Convicted of Gross Misdemeanor Theft by Swindle

Other Board Action through Settlement Agreement and Consent Order

- ◆ A Police Chief received a reprimand for failure to satisfy minimum selection standards in the hiring and licensing of peace officers.
- ◆ A Police Chief received a stayed five-day suspension of peace officer license for failure to satisfy minimum selection standards in the hiring and licensing of peace officers.
- ◆ A Police Chief received a reprimand for failure to conduct a complete and thorough background search before hiring and licensing a peace officer.
- ◆ A Police Officer received a two-year suspension of peace officer license for conviction of Gross Misdemeanor Misconduct of Public Officer or Employee.



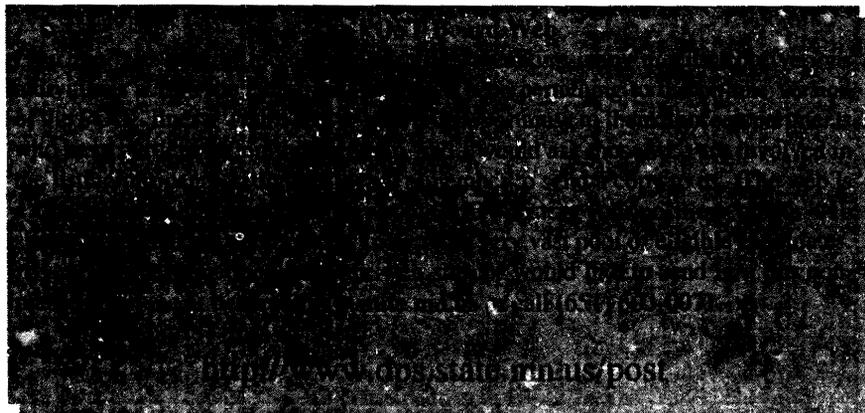
*****ATTENTION CLEOs*****

In reviewing the *Request for Peace Officer License and Notification of Appointment* forms regarding the latest group of newly licensed officers, it was discovered that of the 89 newly appointed officers, 49 request forms were 1 day to 3.5 months late. This does constitute a violation of an administrative rule and the Chief Law Enforcement Officer (CLEO) may be subject to disciplinary action by the Board.

Minn. Rule 6700.0800 requires that the POST Board receive the form before the first day of a person being appointed to the position of peace officer. A person is not recognized and licensed until the form is received and approved by POST. The concern of POST is about the potential liability issues for law enforcement agencies because a person can not perform law enforcement duties without a peace officer license.

An important point to consider is that the "initial use of force training," as required by Minn. Stat. 626.8452, is the activating event for appointing a person to the position of peace officer and that a hire date and appointment date will not necessarily be the same.

Questions? Please Call Dave Nordan at (651) 643-3065



Spring, 2000

A Message from the Executive Director Neil M. Melton

Keeping POSTed is not just about current affairs in Minnesota law enforcement, but also considers historical events that have helped shaped the profession.

One such historical event occurred on August 27-29, 1978. Commonly referred to as the "Spring Hill Conference," the meeting produced a Summary Report of a National Conference on Police Licensing and Standards of Conduct. Held at the Spring Hill Center in Wayzata, the conference was co-sponsored by the POST Board and the BCA, and made possible by grant monies from the Dayton Hudson Foundation and The Police Foundation, Washington, D.C.

The thirty-seven local and national conference attendees represented law en-

forcement agencies, court officers and judges, legislators, psychologists, community organizations, the police commissions of other states, research scientists, and even a newspaper reporter. Aside from Minnesota, other states represented included California, Illinois, Maryland, Michigan, Missouri, Texas, Wisconsin, and the District of Columbia.

It is important to pause and contemplate just how significant the concept of a POST licensing system was to Minnesota citizens and the law enforcement community. However it is equally important to recognize that the legislative intent and subse-

(Director, continued on page 3)



Legislative Day at the State Capitol

*by
Neil Melton*

I applaud the efforts of Dennis Delmont, Executive Director of the Minnesota Chiefs' Association, and Jim Trudeau, Executive Director of the Minnesota Sheriffs' Association, for their roles in ensuring law enforcement issues receive attention and due consideration at the legislature.

At the recent "Legislative Day at the Capitol", hosted by Delmont and Trudeau, it was apparent that our elected officials hold Minnesota's law enforcement community in high esteem. Governor Ventura praised the roles and responsibilities peace officers bear in their communities and voiced support for current law enforcement legislative initiatives. As the appointing authority for the POST Board, Governor Ventura has demonstrated his commitment to our profession. Senator Ember Reichgott

(Legislative cont'd on page 4)

In-Service Police Pursuit Training

Last spring the Minnesota legislature passed language requiring emergency vehicle operations and police pursuit training. *Minnesota Statute 626.8458*, as amended, requires this training for active peace officers and part time peace officers who may be involved in a police pursuit. The training is required every three years and must include at least eight hours of classroom and skills-based training. The POST Board developed in-service learning objectives for this training and sent them out to every law enforcement agency last September. To obtain a copy of POST's In-Service Learning Objectives for Emergency Vehicle Operations and Police Pursuit, please call the POST Board. Since September, POST staff has answered many calls related to this training mandate. Here are the answers to POST's most frequently asked questions.

How soon must officers have this training, and, will officers be able to renew their licenses if it is not on their continuing education record?

The legislation does not set a date by which all officers must be trained; it indicates that officers must be trained every three years. The intent of the legislation is that officers receive the training once every renewal cycle. POST will consider completion of this training as a requirement for license renewal at some point, but not this year. We have recently begun tracking when officers complete training in mandated areas. Once this tracking system has been deemed bug-free, and, been in place for a least a year, POST can consider using the data for license renewal.

POST won't require the training for license renewal this year. Does that mean agencies don't need to send officers who are due to renew this year to the training?

The answer to that question is up to each agency. Some agencies, concerned about the risk of liability, are sending officers to the training immediately. Other agencies are sending officers as time and budget permits, and setting their priorities on those officers due to renew in 2001. We feel that it is important that agencies develop and document a plan to train officers in this mandated training area and discuss their plan with their county attorney.

Why do POST's learning objectives require in-vehicle training and exclude simulator training?

The panel of driving training experts who developed the in-service learning objectives felt very strongly that in-vehicle experience was critical. They did not object to the use of simulator-based training, but compared it to the use of the firearms simulators. Officers can learn from firearms simulators, but what agency would send an officer out on the street if the officer had not demonstrated live firing skills with their duty weapon? Simulator-based training will not be accepted in place of in-vehicle training for the purpose of meeting the mandate. Officer can, however, receive continuing education for simulator training.

Where can I go to get this training? POST Board's in-service learning objectives were written with the

idea that the training could be provided at any location that provides enough room to safely complete the necessary maneuvers. Some agencies are getting their training from vendors at facilities that are made specifically for driving. Other agencies have found qualified instructors who are able to conduct the training at other sites throughout the state. The cost of the training varies with the vendor. When looking at training costs agencies should look at whether or not the vendor provides the cars and factor that cost into the fee. The wear and tear on vehicles and the cost of tires are important considerations.

If you are having trouble finding training, please check out POST's web-site and look on the continuing education page, or call Peggy Strand, Continuing Education Coordinator, at the POST Board. If you are interested in getting someone trained to become a driving instructor, the Minnesota State Patrol is sponsoring Driving Instructor courses. To get information, call the Patrol Training Center at 651-628-6970.

What is the Pursuit Training Reimbursement fund, how does an agency apply, and how much money can an agency expect to get?

Beginning this year, the POST Board is responsible for distributing an annual \$300,000 Police Pursuit Training Reimbursement Fund. The application form for the fund will be sent to agencies in June, 2000, at the same time as

(Pursuit, continued on page 3)

(Director, continued from page 1)

quent implementation strategies were neither clear nor concrete. The transition from initiation to implementation required careful consideration based on a number of concerns. Those concerns were summarized in the following excerpt from the report:

"It is important to realize that there is no single intent behind the recent [1977] legislation. Instead, the POST Board is faced with implementing legislation that has resulted from the merging and compromising of diverse interests. This fact makes the POST Board's task of implementation more difficult and less straightforward."

The Spring Hill Conference was designed to help the newly created POST Board establish and implement policies and rules on a number of issues that would have a profound and lasting impact on the practice of law enforcement in Minnesota. At first the legislatively prescribed POST responsibilities were subjectively simple:

- administer a professional licensing system for peace officers,
- establish and enforce minimum selection standards,
- develop professional peace officer education programs,
- approve continuing education courses;

However, the reality of implementation was anything but simple. The "what" and "why" of peace officer licensure was straightforward, but the "how" was certainly more controversial and therefore problematic. Some of those issues are still evident today. For twenty-one years the POST Board members and staff in concert with the legislature, law enforcement professional associations, community groups and individual citizens have struggled with those implementation strategies.

While Minnesota certainly has reason to be proud of its law enforcement professionals and we can be proud of ourselves, we must not rest on our laurels and hedge on our commitment to continue the process of review and revision of contemporary practices. Therefore, it is my intention that POST sponsor a "Spring Hill 2 Conference" during the summer

of 2000 to revisit many of the issues that were addressed at the original Spring Hill Conference. I envision

a gathering of law enforcement stakeholders similar to those who attended the original conference. Also, I propose a limited agenda consisting of three questions:

"With respect to the POST Board responsibilities and functions from 1978 to 2000,

- what has worked,
- what has not worked, and
- what needs to be done in the future?"

The conference would be an opportunity to open discussions on the variety of sub-topics those questions would generate. From minimum selection standards, standards of conduct, training requirements, pre-service and continuing education programs, Board rules and procedures

For twenty-one years the POST Board members and staff in concert with the legislature, law enforcement professional associations, community groups and individual citizens have struggled with those implementation strategies.

(Continued from page 2)

the regular Continuing Education Reimbursement application. Agencies should be keeping track of police pursuit training-related expenses separately so that it will be easy to calculate those expenses when the applications are available.

Agencies will receive a share of the fund based on how many peace officers and part-time peace officers the agency paid to have trained between June 30, 1999, and July 1, 2000. For example, if an agency trained five officers they would receive five shares. The size of the share depends on the total number of officers trained. If one-third of Minnesota officers receive the training, the share would be approximately \$100, but, if all active officers received training, the share could be as little as \$30.

Year 2000 LAW ENFORCEMENT OPPORTUNITIES (LEO) CAREER FAIR

Law Enforcement Opportunities, Inc. (LEO) will sponsor its seventh Career Fair on Thursday, April 13, 2000, from 11:00 a.m. to 8:00 p.m. at the Minneapolis Convention Center, 1301 Second Avenue South in Minneapolis.

LEO is a non-profit organization of committed professions and students representing law enforcement, corrections, higher education and communities.

LEO's mission is to

1. promote and increase cultural diversity in law enforcement and corrections careers;
2. provide education to communities of color and women regarding career opportunities within these professions; and,
3. assist law enforcement and corrections agencies in the successful recruitment of these populations.

Law enforcement agency involvement is vital to the success of the 2000 Law Enforcement Opportunities Career Fair. The LEO Career Fair is a unique forum for your department. Don't miss your opportunity to:

- ⇒ inform women and people of color about your agency's licensed and non-licensed career opportunities and the education / training required.
- ⇒ gain a better understanding of the existing skill, experience and education levels of women and persons of color interested in pursuing career in law enforcement.
- ⇒ recruit qualified women and persons of color for positions in your agency

Proceeds from the LEO Career Fair are designated for the LEO Scholarship program. Scholarship awards do not exceed \$500.00 per award, per year, per student, and are awarded in August of each year.

If your department is interested in exhibiting at the 2000 LEO Career Fair, please contact Stephanie Roy Hatteberg, POST Board, (651) 643-3068, for information and registration materials.

(Legislative, continued from page 1)

Junge, Senator Randy Kelly and Representative Rich Stanek also made statements in support of law enforcement and reiterated the value they ... and their constituents ... place of service peace officers provide. As the funding authorities for the POST Board, the Senate and House members also demonstrated their commitment to our profession.

It cannot be overstated how important it is that legislators hear the views of law enforcement officers from their respective districts. A letter or an e-mail from you can have tremendous impact. I urge you to be involved by following the issues and maintaining contact with your senator and representative. Also a copy sent to a POST Board member or me will help POST determine initiatives for the 2001 legislative session. The POST board's Executive Committee will meet during the summer to discuss issues and strategies for the next session and would value your input.

New POST Staff Appointment

The POST Board welcomes to its staff Mr. A. Paul Monteen. Mr. Monteen is the former Chief of Police of Crookston Minnesota and will serve on the POST staff as Standards Coordinator along with Dave Nordeen.

Mr. Monteen will begin at the POST-Board on April 12, 2000.

*POST BOARD Disciplinary Actions:
October 1999 — Present*

Automatic Revocation of Peace Officer License
Denny, Brian Paul
(Former Chief of Police, Verndale Minnesota)

Revocation of Peace Officer License Through Administrative Law Hearing
Rodriguez, Francisco
(Minnesota State Patrol,
Convicted of Gross Misdemeanor Stalking)

Settlement Agreement for Voluntary Surrender of Peace Officer License
Barreto, Adolfo
(Community College Instructor)
Convicted of Gross Misdemeanor Altering of Vehicle Odometer

Other Board Action through Settlement Agreement and Consent Order
Peace Officer accepted a negotiated settlement of a three-year suspension of peace officer license for conviction of gross misdemeanor DUI.

A former Chief Law enforcement officer accepted a negotiated settlement of a Board Reprimand for failing to have implemented five mandated policies while a chief law enforcement officer.

Clarification: In the September 1999 issue of *Keeping POSTed* it was stated that: "A police officer received a two-year suspension of peace officer license for conviction of Gross Misdemeanor Misconduct of Public Officer or Employee." This September 1999 issue of *Keeping POSTed* should have stated: "A police officer received a two-year suspension of peace officer license, however, the police officer is not considered convicted for a gross misdemeanor of public officer or employee."

Board Member Contact Information

CHAIR: TIM DOLAN

- MICHAEL CAMPBELL, Acting Special Agent, Bureau of Criminal Apprehension, 507-642-2600
- JIM CONNOLLY, Sheriff, Fillmore County, 507-765-3874
- TIMOTHY DOLAN, Inspector, Minneapolis PD, 612-673-3377
- CYNTHIA HADGER, Sheriff, Rock County, 318-463-1421
- TOM HAYLARY, Peace Officer, Uxbridge Police PD, 763-767-6309
- JAY L. JOHNSON, Education, Higher Education Office, 507-280-3770
- SCOTT LYNN, Peace Officer, 218-723-3234
- STEVE MADSON, Chief, Hutchinson PD, 320-234-4252
- JON MADSON, Higher Education, Former Peace Officer, Alexandria Technical College, 320-762-4537
- WILLIAM MARTINEZ, Lieutenant, St. Paul PD, 651-297-1111
- JOHN PEARSON, Higher Education, Alexandria Technical College, 320-762-4469
- BARRY ROCHTER, Trooper, State Patrol
- SALLYRA SPOONER, Public Member, Hennepin County Probation Officer, 952-343-2272
- TRANCEY STONE, Elected Official, Mayor of Madelia, 507-642-3245
- JANEY URRUTIA, Public Member, 651-643-3060
- MICHELLE OWEN, POST Board Attorney, 651-297-3995