

Table of Contents

Minnesota Board of Peace Officer Standards and Training

Agency Profile.....	1
Expenditures Overview.....	3
Financing by Fund.....	4
Change Item: Peace Officer Training Assistance.....	5
Change Item: Operating Adjustment.....	7
Change Item: Minnesota Board of Peace Officer Standards and Training Outreach Initiative.....	8

dps.mn.gov/entity/post/Pages/default.aspx

AT A GLANCE

- License more than 12,000 peace officers and part-time peace officers.
- Certify the Professional Peace Officer Education programs at 29 colleges and universities.
- Conduct law enforcement agency compliance reviews.
- Monitor complaints of allegations of misconduct.
- The POST Board serves more than 430 law enforcement agencies, 29 colleges and universities, legislators and Governor’s office, local elected officials, other state agencies, and special interest groups, individual citizens and the media.

PURPOSE

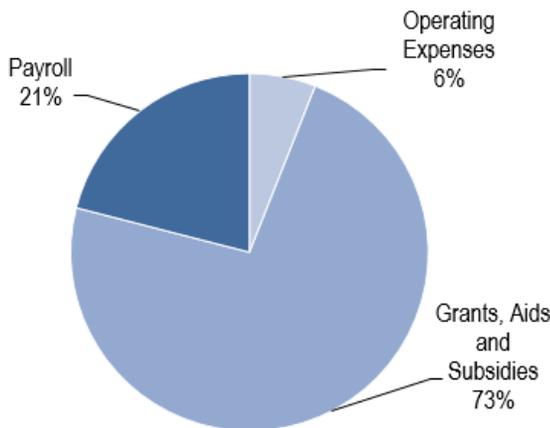
The mission of the Minnesota Board of Peace Officer Standards and Training (POST Board) is to advance the professionalism of Minnesota’s peace officers by adopting and regulating education, selection, licensing and training standards. Established in 1978 by M.S. 626.84, the purpose of the POST Board is to regulate and enhance the profession of law enforcement throughout the state of Minnesota.

The POST Board supports the following statewide outcomes.

- Minnesotans have the education and skills needed to achieve their goals
- People in Minnesota are safe
- Efficient and accountable government services

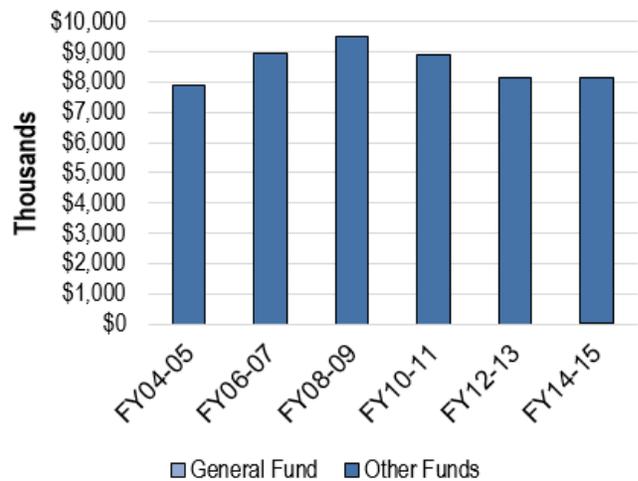
BUDGET

**Spending by Category
FY 15 Actual**



Source: SWIFT

Historical Spending



Source: Consolidated Fund Statement

The POST Board is funded through a special revenue account from a surcharge on certain criminal and traffic offenses. Although the law directs the state treasurer to credit 39% of the proceeds of the first \$25 of that surcharge to the Peace Officer Training Account, POST’s budget cannot exceed the legislated base appropriation. Minnesota Statutes 171.20 Subdivision 4 (d) requires that certain non-DUI reinstatement fees be deposited in a special revenue account and appropriates those proceeds to POST for training reimbursements to local government. The FY17 budget from these sources is \$4,254,000 and it is allocated as follows:

- Training reimbursements to local governments:..... \$2,734,000
- General operating costs: \$1,295,000
- Training reimbursements to local governments from non-DUI Related Driver’s License Reinstatements..... \$125,000
- Special Revenue for Training (one time appropriation) \$100,000
- The POST Board has 10 full-time employees.

STRATEGIES

The POST Board's mission is implemented through the following functions:

Education

- establish and maintain pre-service education learning objectives
- manage a training reimbursement fund for law enforcement agencies

Licensing and Compliance

- administer license exams (peace officer, interstate reciprocity and military reciprocity)
- license peace officers
- renew and restore peace officer licenses
- monitor compliance with standards of conduct
- monitor compliance with in-service continuing education requirements
- conduct annual on-site compliance reviews at 20% of the state's 439 law enforcement agencies every 4-5 years
- monitor allegations of misconduct and impartial policing complaints

Efficiency

- examine technology alternatives to increase efficiency in administering exams and overall data collection, processing and storage
- manage the in-house e-licensing system
- perform other duties and services as mandated by the legislature

RESULTS

While Board and staff members are comfortable and competent in their role as the State's regulatory agency for law enforcement, since 1998 POST has emphasized the parallel role of a resource to law enforcement officers, chiefs, sheriffs and state agency directors.

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Awarded new peace officer license	643	645	FY 15/FY16
Quantity	Administered peace officer exams	1,192	1,128	FY 15/FY16
Quantity	Conducted on-site law enforcement agency compliance reviews	71	160	FY 15/FY16

POST's enabling legislation was created in 1977 "session law" and later codified under M.S. 626.84. This statute (<https://www.revisor.mn.gov/statutes/?id=626.84>) provides the legal authority for the POST Board.

(Dollars in Thousands)

Expenditures By Fund

	Actual	Actual	Actual	Estimate	Forecasted Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
1000 - General	0	50	0	0	0	0	5,000	5,000
2000 - Restrict Misc Special Revenue	3,942	4,147	4,180	4,405	4,154	4,154	4,269	4,281
Total	3,942	4,197	4,180	4,405	4,154	4,154	9,269	9,281
<i>Biennial Change</i>				446		(277)		9,965
<i>Biennial % Change</i>				5		(3)		116
<i>Governor's Change from Base</i>								10,242
<i>Governor's % Change from Base</i>								123

Expenditures by Program

Program: Peace Officers Standards & Training	3,942	4,197	4,180	4,405	4,154	4,154	9,269	9,281
Total	3,942	4,197	4,180	4,405	4,154	4,154	9,269	9,281

Expenditures by Category

Compensation	877	897	921	1,088	1,088	1,088	1,203	1,215
Operating Expenses	167	235	206	306	206	206	206	206
Other Financial Transactions	16	1	0					
Grants, Aids and Subsidies	2,882	3,065	3,053	3,010	2,859	2,859	7,859	7,859
Capital Outlay-Real Property				1	1	1	1	1
Total	3,942	4,197	4,180	4,405	4,154	4,154	9,269	9,281
Full-Time Equivalents	10.2	9.7	10.4	11.0	11.0	11.0	12.0	12.0

1000 - General

	Actual	Actual	Actual	Estimate	Forecast Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
Direct Appropriation	0	50	0	0	0	0	5,000	5,000
Expenditures	0	50	0	0	0	0	5,000	5,000
<i>Biennial Change in Expenditures</i>				(50)				10,000
<i>Biennial % Change in Expenditures</i>				(100)				
<i>Gov's Exp Change from Base</i>								10,000

2000 - Restrict Misc Special Revenue

	Actual	Actual	Actual	Estimate	Forecast Base		Governor's Recommendation	
	FY14	FY15	FY16	FY17	FY18	FY19	FY18	FY19
Balance Forward In	0	176	97	151	0	0	0	0
Direct Appropriation	3,870	3,870	4,112	4,129	4,029	4,029	4,144	4,156
Receipts	0	0	0	0	0	0	0	0
Net Transfers	248	198	122	125	125	125	125	125
Expenditures	3,942	4,147	4,180	4,405	4,154	4,154	4,269	4,281
Balance Forward Out	176	97	151	0	0	0	0	0
<i>Biennial Change in Expenditures</i>				496		(277)		(35)
<i>Biennial % Change in Expenditures</i>				6		(3)		0
<i>Gov's Exp Change from Base</i>								242
<i>Gov's Exp % Change from Base</i>								3
Full-Time Equivalents	10.2	9.7	10.4	11.0	11.0	11.0	12.0	12.0

Minnesota Board of Peace Officers Standards and Training (POST)

FY18-19 Biennial Budget Change Item

Change Item Title: Peace Officer Training Assistance

Fiscal Impact (\$000s)	FY 2018	FY 2019	FY 2020	FY 2021
General Fund				
Expenditures	5,000	5,000	0	0
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	5,000	5,000	0	0
FTEs	0	0	0	0

Recommendation:

The Governor recommends one-time funding of \$10 million to support and strengthen law enforcement training and implement best practices to better protect all Minnesotans. This money may be allocated to implement recommendations as submitted by the Governor's Council on Law Enforcement and Community Relations.

Rationale/Background:

The Governor's Council on Law Enforcement and Community Relations (the Council) was established to independently review quantitative and qualitative data and make policy recommendations to the Governor and Legislature that will lead to substantive changes and strengthen police and community relations. Additionally, these recommendations should protect law enforcement officers and members of communities, thereby improving trust in the criminal justice and law enforcement systems.

The Council is co-chaired by Fourth District Judge Pamela G. Alexander, and Grand Rapids Police Chief Scott Johnson. Members of the Council include:

15 voting members:

1. Dennis Flaherty, MN Police and Peace Officers
2. Chief William Blair Anderson, MN Chiefs of Police Association
3. Jim Franklin, MN Sheriff's Association
4. Bob Hawkins, MN Department of Public Safety
5. Anthony Hines, National Black Police Officers Association
6. W.C. Jordan, National Association for the Advancement of Colored People (NAACP-MN)
7. Luz Maria Frias, Latino LEAD
8. Pastor Billy G. Russell, Black Ministerial Alliance
9. Jaylani Hussein, Council on American-Islamic Relations (CAIR-MN)
10. Brian Herron, ISIAAH
11. Danny Givens, Black Lives Matter
12. Tony Palumbo, MN County Attorney's Association
13. Dontae Holland, MN Youth Council
14. Nathan Gove, MN Board of Peace Officer Standards and Training (POST)
15. Roger M. Smith, Tribal Nations

17 ex-officio members:

1. James Burroughs, Office of Governor Mark Dayton and Lt. Governor Smith
2. Commissioner Ramona Dohman, MN Dept. of Public Safety
3. Commissioner Kevin Lindsey, MN Dept. of Human Rights
4. Irma Burns, Family of Jamar Clark
5. Clarence Castile, Family of Philando Castile
6. Bo Thao-Urabe, Coalition of Asian American Leaders
7. Sarah Clyne, MN Council of Nonprofits
8. Dave Unmacht, League of MN Cities
9. Trista Harris, MN Council of Foundations
10. Senator Bill Ingebrigsten, MN Senate
11. Senator Jim Carlson, MN Senate
12. Rep. Rena Moran, MN House of Representatives
13. Rep. Tony Cornish, MN House of Representatives
14. Pastor Billy G. Russell, National Baptist Convention
15. Ann Mulholland, MN Community Foundation
16. Commissioner Toni Carter, Association of MN Counties
17. Isaac Kaufman, Law Enforcement Labor Services of MN

The Council has chosen Work Groups, which address some of the proposals and recommendations submitted to the Council:

- Law Enforcement Workplace and Policy Oversight Diversity Recruitment and Retention Work Group with co-chairs Isaac Kaufman and W.C. Jordan
- Criminal Justice and Social Justice Reform Work Group with Sarah Clyne as chair
- Police Training subcommittee with co-chairs Chief William Blair Anderson and Nathan Gove
- Policy Development and Implementation Work Group with co-chairs Luz Maria Frias and David J. Unmacht
- Community and Law Enforcement Health and Wellness Work Group with co-chairs Brian Herron and Dontae Holland

The Council has the following duties:

- a. Advise the Governor, Legislators, and other policy makers and stakeholders about the immediate actions, which can be taken in Minnesota to create and restore trust between communities and their law enforcement agencies, so that all community members are invested in maintaining public safety in an atmosphere of mutual respect
- b. Focus on law enforcement – community relations through a lens of procedural and social justice that may impact areas, including, but not limited to: sentencing reform; prosecutorial discretion; law enforcement workforce; law enforcement recruiting and retention; law enforcement training; and community health and wellness
- c. Identify, publish and promote information about the implementation of the best practices in community and law enforcement relations; and also facilitate information sharing among local, state, and federal departments and jurisdictions
- d. Identify, publish and promote information about how communities and law enforcement agencies can positively engage each other
- e. Design and implement specific policy proposals and actions that can be taken by executive and legislative branches of state government to enhance law enforcement and community safety

Proposal:

Funding shall be allocated based on the recommendations of the council.

Statutory Change(s):

To be determined

Minnesota Board of Peace Officer Standards and Training (POST Board)

FY18-19 Biennial Budget Change Item

Change Item Title: Operating Adjustment

Fiscal Impact (\$000s)	FY 2018	FY 2019	FY 2020	FY 2021
General Fund				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Transfers In	(15)	(27)	(27)	(27)
Special Revenue Fund				
Expenditures	15	27	27	27
Revenues	0	0	0	0
Transfer Out	(15)	(27)	(27)	(27)
Net Fiscal Impact = (Expenditures – Revenues)	15	27	27	27
FTEs	0	0	0	0

Recommendation:

The Governor recommends additional funding of \$42,000 from the Special Revenue Fund to maintain the current level of service delivery at the Board of Peace Officer Standards and Training. Under current law, an increase in Peace Officer Standards and Training (POST) Board expenditures out of the Special Revenue Fund results in a decrease of a like amount transferring to the General Fund.

Rationale/Background:

Each year, employer-paid health care contributions, pension contributions, FICA and Medicare, along with other salary and compensation-related costs increase. Other operating costs, like rent and lease, fuel and utilities, and IT and legal services also grow. This cost growth puts pressure on agency operating budgets that remain flat from year to year.

Agencies face challenging decisions to manage these costs within existing budgets, while yet maintaining the services Minnesotans expect. From year to year, agencies find ways to become more efficient with existing resources. However, cost growth typically outstrips efficiencies, and without additional resources added to agency budgets, service delivery erodes.

Proposal:

The Governor recommends increasing agency operating budgets to maintain the delivery of current services. For the POST Board, this funding will cover expected and anticipated employee compensation growth, including anticipated compensation increases and employer-paid pension costs.

Results:

This proposal is intended to allow agencies to continue to provide current levels of service and information to the public.

Statutory Change(s):

N.A.

Minnesota Board of Peace Officer Standards and Training (POST Board)

FY18-19 Biennial Budget Change Item

Change Item Title: Minnesota Board of Peace Officer Standards and Training Outreach Initiative

Fiscal Impact (\$000s)	FY 2018	FY 2019	FY 2020	FY 2021
General Fund				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Transfers In	(100)	(100)	(100)	(100)
Special Revenue Fund				
Expenditures	100	100	100	100
Revenues	0	0	0	0
Transfer Out	(100)	(100)	(100)	(100)
Net Fiscal Impact = (Expenditures – Revenues)	100	100	100	100
FTEs	1	1	1	1

Recommendation:

The Governor recommends \$200,000 from the Special Revenue Fund for a new outreach coordinator position to more effectively engage the state's law enforcement officials, education providers, government leaders and the public, all of whom have a vested interest to ensure the most effective and professional peace officers serve our communities. Under current law, an increase in Peace Officer Standards and Training (POST) Board expenditures out of the Special Revenue Fund results in a decrease of a like amount transferring to the General Fund.

Rationale/Background:

The role of the POST Board is to advance the professionalism of Minnesota's licensed peace officers through education, selection, licensing, and on-going training standards. This is accomplished through:

- Licensing approximately 12,000 peace officers
- Certifying 29 professional peace officer education programs
- Enforcing legislative mandates by conducting on-site reviews to 439 law enforcement agencies
- Investigating and adjudicating violations of standards of conduct by licensed officers
- Administering a licensing exam
- Developing learning objectives for peace officer education
- Administering a statewide program for partial reimbursement of costs to local governments for peace officer continuing education

In the fall of 2015, the POST Board completed an extensive strategic planning process whereby overarching strategies were identified and adopted by the board. Two of these strategies were to:

- Strengthen outreach and communication with our stakeholders
- Provide direction and leadership for pre-service education and in-service peace officer continuing education

To achieve these goals, POST needs to build the internal capacity and capability to effectively communicate POST's role and position within the law enforcement landscape and to fully engage with emerging issues in the industry. Such issues may include:

- Police use of force and policing in the 21st Century
- Effectively dealing with incidents involving persons suffering from mental illness

Proposal:

The primary objectives of this new initiative is to:

- Effectively demonstrate the importance and relevance of the POST Board as a critical entity in the education and professionalism of peace officers in Minnesota. Other duties will include developing and managing POST’s communications strategy in alignment with the board’s strategic plan. Responsibilities of the position would also include web content, printed publications, traditional media, and social media opportunities. An outreach coordinator would also coordinate legislative reporting requirements, and provide communications and research assistance to internal staff
- Develop collaborative strategies with our professional peace officer education (PPOE) programs and law enforcement agencies to increase the recruitment of underrepresented populations into the law enforcement profession. The annual cost for this position is \$85,000 plus \$15,000 for related operating expenses.

Equity and Inclusion:

The new position would also have a focus on strategies and collaborative efforts to increase the number of peace officers from underrepresented populations with the goal of law enforcement agency staffing being more reflective of the communities they serve.

IT Related Proposals:

None

Results:

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Awarded new peace officer licenses	644	645	FY15/FY16
Quantity	Administered peace officer exams	930	865	FY15/FY16
Quantity	Active licensed peace officers	10,527	10,576	FY15/FY16

Future legislative changes to specific data that can be collected by POST beyond gender, age categories and state of residency, would provide a much more robust measurement tool at tracking of the demographic data of people entering the police profession and statistical changes of those currently licensed as peace officers in Minnesota.

Statutory Change(s):

N.A.