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Minnesota Board of Peace Officer Standards and Training

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

AT A GLANCE

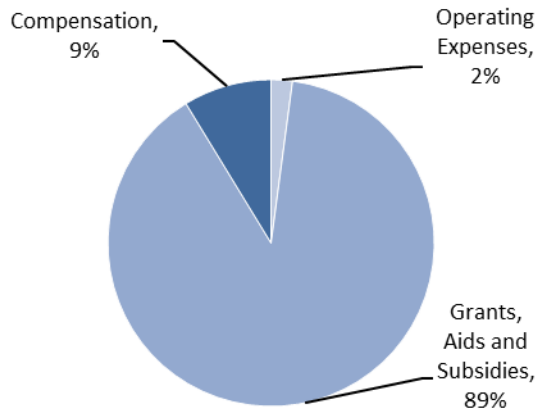
- License more than 11,000 peace officers and part-time peace officers.
- Certify the Professional Peace Officer Education programs at 30 colleges and universities.
- Conduct law enforcement agency compliance reviews.
- Process complaints of peace officer misconduct.
- The POST Board serves more than 420 law enforcement agencies, 30 colleges and universities, legislators and Governor’s office, local elected officials, other state agencies, as well as 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 (<https://www.revisor.mn.gov/statutes/?id=626.84>), the purpose of the POST Board is to regulate and enhance the profession of law enforcement throughout the state of Minnesota.

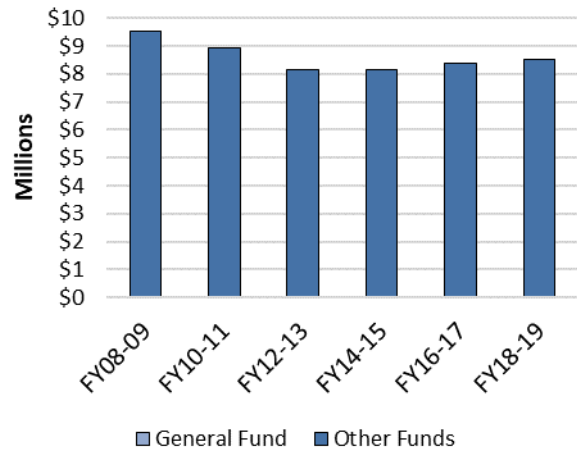
BUDGET

**Spending by Category
FY 2019 Actual**



Source: Budget Planning & Analysis System (BPAS)

Historical Spending



Source: Consolidated Fund Statement

The POST Board is completely funded through the general fund starting in FY 2020.

The budget for FY 20-21 from the general fund is \$20,692,000 and it is allocated as follows:

- Training reimbursements to local governments: \$18,298,000
- General operating costs:..... \$2,594,000
- The POST Board has 12 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
- ensure compliance with standards of conduct
- ensure compliance with in-service continuing education requirements
- conduct annual on-site compliance reviews of the state's 420+ law enforcement agencies every 4-5 years
- process allegations of misconduct and impartial policing complaints

Efficiency

- administer on-line examination process and administer current computer system enhancements to data collection, processing and data storage
- manage the in-house e-licensing system
- manage the in-house continuing education tracking system for licensees
- perform other duties and services as mandated by the legislature

RESULTS

While Board and staff members are comfortable and experienced in their role as the State's regulatory agency for law enforcement, POST also serves a parallel role as 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	621	601	FY 19/FY20
Quantity	Administered peace officer exams	824	907	FY 19/FY20
Quantity	Conducted on-site law enforcement agency compliance reviews	92	30	FY 19/FY20

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

Peace Officer Standards and Training Board

Agency Expenditure Overview

(Dollars in Thousands)

	Actual FY18	Actual FY19	Actual FY20	Estimate FY21	Forecast Base FY22 FY23		Governor's Recommendation FY22 FY23	
<u>Expenditures by Fund</u>								
1000 - General	6,000	6,092	10,084	14,373	11,131	11,131	11,401	11,423
2000 - Restrict Misc Special Revenue	4,029	4,480						
Total	10,029	10,571	10,084	14,373	11,131	11,131	11,401	11,423
Biennial Change				3,856		(2,195)		(1,633)
Biennial % Change				19		(9)		(7)
Governor's Change from Base								562
Governor's % Change from Base								3
<u>Expenditures by Program</u>								
Peace Officers Standards & Training	10,029	10,571	10,084	14,373	11,131	11,131	11,401	11,423
Total	10,029	10,571	10,084	14,373	11,131	11,131	11,401	11,423
<u>Expenditures by Category</u>								
Compensation	781	923	944	1,286	1,301	1,301	1,324	1,346
Operating Expenses	195	223	217	3,910	779	779	1,026	1,026
Grants, Aids and Subsidies	9,046	9,424	8,923	9,175	9,049	9,049	9,049	9,049
Capital Outlay-Real Property				1	1	1	1	1
Other Financial Transaction	7	2		1	1	1	1	1
Total	10,029	10,571	10,084	14,373	11,131	11,131	11,401	11,423
<u>Full-Time Equivalents</u>								
	8.16	9.59	8.83	13.00	13.00	13.00	13.00	13.00

Peace Officer Standards and Training Board

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY18	Actual FY19	Actual FY20	Estimate FY21	Forecast Base FY22 FY23		Governor's Recommendation FY22 FY23	
1000 - General								
Balance Forward In				263				
Direct Appropriation	6,000	6,400	10,346	14,110	11,131	11,131	11,401	11,423
Cancellations		308						
Balance Forward Out			262					
Expenditures	6,000	6,092	10,084	14,373	11,131	11,131	11,401	11,423
Biennial Change in Expenditures				12,365		(2,195)		(1,633)
Biennial % Change in Expenditures				102		(9)		(7)
Governor's Change from Base								562
Governor's % Change from Base								3
Full-Time Equivalents			8.31	13.00	13.00	13.00	13.00	13.00

2000 - Restrict Misc Special Revenue

Balance Forward In		216						
Direct Appropriation	4,144	4,156						
Transfers In	87	199						
Cancellations	0	92						
Balance Forward Out	202							
Expenditures	4,029	4,480						
Biennial Change in Expenditures				(8,509)		0		0
Biennial % Change in Expenditures				(100)				
Governor's Change from Base								0
Governor's % Change from Base								
Full-Time Equivalents	8.16	9.59	0.52					

(Dollars in Thousands)

	FY21	FY22	FY23	Biennium 2022-23
Direct				
Fund: 1000 - General				
FY2021 Appropriations	14,110	14,110	14,110	28,220
Base Adjustments				
Current Law Base Change		(2,979)	(2,979)	(5,958)
Forecast Base	14,110	11,131	11,131	22,262
Change Items				
Operating Adjustment		23	45	68
Salesforce – MNIT Costs		137	137	274
Obtain HR and FRM Services from Small Agency Resource Team (SmART)		110	110	220
Total Governor's Recommendations	14,110	11,401	11,423	22,824
 Revenue Change Summary				
Non-Dedicated				
Fund: 1000 - General				
Forecast Revenues	450	450	450	900
Total Governor's Recommendations	450	450	450	900

Board of Peace Officers Standards and Training (POST Board)

FY 2022-23 Biennial Budget Change Item

Change Item Title: Operating Adjustment

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	23	45	45	45
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	23	45	45	45
FTEs	0	0	0	0

Recommendation:

The Governor recommends additional funding of \$23,000 in FY 2022 and \$45,000 in each subsequent year from the general fund to maintain the current level of service delivery at the POST Board.

This represents a 0.3% change to the Board’s overall general fund appropriation.

Rationale/Background:

The operating increases recommended in FY 2022 and FY 2023 fund a portion of the projected cost increases in the upcoming biennium. Each year, the cost of doing business rises—including growing costs for employer-paid health care contributions and other salary and compensation-related costs. Other operating costs, like rent and lease, fuel and utilities, and legal services also grow. This cost growth puts pressure on agency operating budgets that remain flat from year to year without enacted increases.

Agencies face challenging decisions to manage these costs within existing budgets, while maintaining the services Minnesotans expect. To manage costs, most agencies find ways to become more efficient with existing resources.

Efficiencies will continue in the next biennium; however, cost growth will continue to put pressure on budgets and without additional resources, service delivery erodes.

Proposal:

The Governor recommends increasing agency operating budgets to support the delivery of current services. This increase is below the assumed level of inflation, acknowledging continued efficiencies achieved by the POST Board. For POST Board, this funding will cover expected and anticipated employee compensation growth and known cost increases in rent.

Results:

This proposal is intended to allow the Board of Peace Officers Standards and Training (POST) to continue to provide current levels of service and information to the public.

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

FY 2022-23 Biennial Budget Change Item

Change Item Title: Salesforce – MNIT Costs

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	137	137	137	137
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	137	137	137	137
FTEs	0	0	0	0

Recommendation:

The Governor recommends \$137,000 each year for Salesforce E-licensing software licensing, maintenance costs and MNIT service rates that are now being charged to POST by MN.IT. This will cover the costs associated with licensing, maintenance of Salesforce E-licensing system and MNIT service and hardware costs. This represents a 9% increase to the agency’s operating budget.

Rationale/Background:

The POST Board is an independent regulatory and licensing Board in the executive branch. The Board oversees the licensing and training of all peace officers in the state and imposes licensing sanctions on licensees for criminal convictions and violations of POST standards of conduct.

The POST Board utilizes the Salesforce e-licensing software for all activities related to peace officer licensing, including issuance of new licenses, tracking of training, applications for testing, terminations, personnel notifications, etc. Since the POST Board, as well as other state entities, began using Salesforce in 2015, MNIT and/or DPS has been covering those costs. Beginning with the biennial budget for FY20-21, MNIT began charging the costs for this system to the end user. Because MNIT notified the POST Board of their intent to begin charging for Salesforce after the FY20-21 biennial budget was approved, e-licensing funds have been used to cover these costs. This will be the first biennium where the POST Board has been able incorporate this budget request as a part of the regular budgeting process.

The bill for FY22 was estimated at \$118,000 for the year, based upon 12 user licenses. The POST Board is authorized 12 positions and had 2 more positions appropriated by the legislature during the 2021 special session which will bring the total number of licenses required to 14 (a 16% increase), thus the request for \$137,000.

Proposal:

Beginning in FY2022 and every year thereafter, the POST Board will pay the Salesforce costs and MNIT service rates, as billed by MNIT.

The total cost for this request is \$137,000 per year.

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

FY 2022-23 Biennial Budget Change Item

Change Item Title: Obtain HR and FRM services from Small Agency Resource Team (SmART)

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	110	110	110	110
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	110	110	110	110
FTEs	0	0	0	0

Recommendation

The Governor recommends \$110,000 each year for the cost of receiving administrative services from the Small Agency Resource Team (SmART) in the Department of Administration beginning in FY2022. Currently, the POST Board receives these services from the Department of Public Safety (DPS) for no additional costs. The list of services includes:

- Human Resources (HR)
 - Vacancy Filling
 - Determining qualifications
 - Position posting and advertising
 - Advising on contract provisions
 - Payroll
 - Overseeing payroll for accuracy
 - Training on contract provisions
 - Overseeing Family Medical Leave Act (FMLA) requests
 - Classifications
 - Making final class determinations
 - Coordinating Hay Evaluations when necessary
 - Labor Relations
 - Advising on labor relations, employee performance, behavior, or attendance issues
- Financial Management
 - Financial Transactions
 - Purchasing
 - Payment Processing
 - Cash receipts
 - Report distribution and review assistance
 - Employee expense report processing
 - Expenditure corrections and expense transfers
 - Budgeting
 - Annual budget assistance
 - Biennial budget assistance
 - Report distribution and review assistance

This proposal increases the POST Board’s operating budget by 7%.

Rationale/Background:

The POST Board is an independent regulatory and licensing Board in the executive branch. The Board oversees the licensing and training of all peace officers in the state and imposes licensing sanctions on licensees for criminal convictions and violations of POST standards of conduct. The Board has jurisdiction in these matters over several divisions of peace officers within DPS, to include the BCA, the State Patrol, DNR and licensees employed within the DPS Commissioner's office.

Currently, the POST Board and its staff are often viewed as a part of DPS and under the purview of the Commissioner of DPS, despite being an independent board that is directly accountable to the Governor. Members of the public, board stakeholders and licensees themselves are often unaware of the Board's independence from DPS, which results in confusion. In order to promote transparency in regulation of the conduct and training of peace officers, there should be a clear separation of the POST Board from DPS.

Furthermore, because DPS is a very large division within state government, its policies and practices regarding human resources and financial management are specifically designed for a large organization. This means that many processes and cannot be easily applied to an independent organization of 12 staff.

For many of these reasons, in 2019 numerous Health Licensing Boards (HLB) discontinued receiving human resources and other support services from various larger divisions within state government and transitioned to utilizing SmART. The POST Board is very similar in size and structure to these HLBs and would similarly benefit from such a transition.

Proposal:

Beginning in FY 2022 and every year thereafter, the POST Board would receive human resources and Financial Management services from Small Agency Resource Team (SmART). Making this change will accomplish two things for the POST Board:

- Receive administrative assistance that is deliberately tailored for small boards and agencies, increasing the Board's efficiency and effectiveness in these areas.
- Provide a clear demarcation between the POST Board, a regulatory agency, and DPS, an organization regulated by the Board and remove any conflicts of interest, real or perceived, as the POST Board carries out its statutorily mandated functions.