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THRU JUNE 30, 1974

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July 1, 1974

To the Honorable Wendell Anderson, Governor of Minnesota, the Honorable Warren Spannaus, Attorney General, and the Members of the Minnesota Legislature:

I respectfully submit this report of the activities of the Minnesota Peace Officer Training Board during the period from July 1, 1971, until June 30, 1974. Because of pending legislation and the changes in the Rules and Regulations of the Attorney General relating to peace officer training, this report covers a period of 3 years.

One of the responsibilities of the Minnesota Peace Officer Training Board is to upgrade the quality of law enforcement in the State of Minnesota. Statistics from our personnel data indicates that the level of education of new peace officers is gradually rising. The state legislature in 1974 enacted an amendment to the peace officer training law under which the Attorney General is permitted to mandate minimum selection standards for peace officers.

During the 3-year period covered in this report the Training Board has expanded the minimum hours of basic training to 280 hours in an 8-week course. The Board has also mandated a supervisory training course of 40 hours for officers who supervise 5 or more other persons. These accomplishments could not have been achieved without your interest in and support for our programs, particularly in providing reimbursement funds to assist local units of government with the financial burdens involved in sending their officers to the mandatory basic course.

I also want to express my sincere appreciation for the efforts of Clyde Sorensen, who served as Chairman of the Minnesota Peace Officer Training Board from its inception in 1967 until he resigned from the Board on March 1, 1974, in anticipation of his retirement from the St. Louis Park Police Department.

Respectfully,

RALPH W. TALBOT
Chairman
MINNESOTA PEACE OFFICER
TRAINING BOARD

RWT/JFL

MINNESOTA PEACE OFFICER TRAINING LAW

The Minnesota peace officer training law (Minn. Stats. §626.481 - §626.854) was amended twice during the years covered by this report. In 1973 the legislature added a new Subdivision 2 to §626.851. The new subdivision permits students who have completed 1,500 hours of law enforcement training in a vocational institute to enroll in the basic training course offered by the Bureau of Criminal Apprehension. In the 1974 session the legislature enacted an amendment to §626.843, which has to do with Rules and Regulations of the Attorney General. The Minnesota Peace Officer Training Board may now recommend to the Attorney General rules and regulations with respect to minimum selection standards for peace officers in Minnesota. There was also added a new section (e) in Subdivision 1, by reason of which the Training Board may also recommend rules and regulations with respect to minimum standards of conduct for peace officers. The training law, as amended, is given below with the amended portions set out.

626.481 PEACE OFFICER TRAINING BOARD; MEMBERS. There is hereby created in the office of the attorney general the Minnesota peace officer training board, hereinafter referred to as the "board." The board shall be composed of the following:

- (a) Two members to be appointed by the governor from among the county sheriffs in Minnesota;
- (b) Two members to be appointed by the governor from among the chiefs of police of Minnesota municipalities;
- (c) Two members to be appointed by the governor from among peace officers in Minnesota municipalities other than chiefs of police or sheriffs;
- (d) Two members to be appointed by the governor from among the county attorneys on their assistants in Minnesota, one of whom shall be from a county containing a city of the first class;
- (e) The chiefs of police of each city of the first class;
- (f) The superintendent of the Minnesota bureau of criminal apprehension or his designee;
- (g) The chief of the Minnesota highway patrol or his designee;
- (h) The special-agent-in-charge of a field office of the federal bureau of investigation in this state or his designee;
- (i) The attorney general or his designee, and
- (j) Two members to be appointed by the governor from among the general public.

626.842 TERMS, MEETINGS, COMPENSATION. Members of the board appointed pursuant to clauses (a), (b), (c), (d), and (j) shall serve for a term of four years. When initial appointments are made a member from clauses (a), (b), (c), (d), and (j) shall be appointed for a two year term.

If any incumbent sheriff, chief of police, peace officer or county attorney so appointed ceases to be a sheriff, chief of police, peace officer or county attorney prior to the expiration of his term as a member of the board, the governor shall notify by the executive director of the board that a vacancy exists or is about to exist, and the governor shall forthwith appoint some other incumbent sheriff, chief of police, peace officer or county attorney to complete his term. Similar notification shall be made by the executive director of a vacancy existing or about to exist as to a member appointed pursuant to clause (j) and the governor shall make a similar appointment.

The board shall meet at least four times each year. Special meetings shall be called at the request of the executive director, the attorney general, or upon the written request of a majority of the members of the board. All recommendations by the board to the attorney general shall require the affirmative vote of a majority of the members of the board.

Membership on the board shall not constitute the holding of a public office, and members of the board shall not be required to take and file oaths of office or submit a public official's bond before serving on the board.

The members of the board shall receive no compensation for their services but shall be allowed their actual and necessary expenses incurred in the performance of their duties.

No member of the board shall be disqualified from holding any public office or employment, by reason of his appointment to the board, nor shall he forfeit any such office or employment notwithstanding any general, special, or local restriction, or ordinance, or city charter to the contrary.

626.843 RULES AND REGULATIONS, RECOMMENDATIONS; EXECUTIVE DIRECTOR. Subdivision 1. The Minnesota peace officer training board may recommend to the attorney general rules and regulations with respect to:

- (a) The approval or disapproval thereof, of peace officer training schools or courses including training schools for the Minnesota highway patrol. Such schools shall include schools administered by the state, county, school district, municipality,

or joint or contractual combinations thereof, and such courses shall include police training courses taught at vocational schools and trade schools;

(b) Minimum courses of study, attendance requirements, and equipment and facilities to be required at each approved peace officers training school located within the state;

(c) Minimum qualifications for instructors at approved peace officers training schools located within this state;

(d) *Minimum standards of physical, mental and educational fitness which shall govern the recruitment of nonselective peace officers within the state, by any state, county, municipality, or joint or contractual combination thereof, including members of the Minnesota highway patrol;*

(e) *Minimum standards of conduct which would affect the performance of the individual in his duties as a peace officer;*

(f) Minimum basic training which peace officers appointed to temporary or probationary terms shall complete before being eligible for permanent appointment, and the time within which such basic training must be completed following any such appointment to a temporary or probationary term;

(g) Minimum basic training which peace officers not appointed for temporary or probationary terms but appointed on other than a permanent basis shall complete in order to be eligible for continued employment or permanent employment, and the time within which such basic training must be completed following such appointment on a nonpermanent basis;

(h) Categories or classifications of advance in-service training programs and minimum courses of study and attendance requirements with respect to such categories and classifications;

(i) Grading, reporting, attendance and other records, and certificates of attendance or accomplishment; and

(j) Such other matters as may be necessary.

Subd. 2. An executive director shall be appointed by and serve at the pleasure of the governor. He shall be in the unclassified service and receive compensation as fixed by the director of civil service, and reimbursement for the expenses within the accounts available by appropriation. The board may appoint such employees, agents and consultants as they may deem necessary, prescribe their duties, and provide for reimbursement of their expenses. Such employees shall be in the classified service and subject to sections 43.09 to 43.17.

Subd. 3. The board may, in addition:

(a) Recommend studies, surveys, and reports to be made by the executive director regarding the carrying out of the objectives and purposes of sections 626.841 to 626.854;

(b) Visit and inspect any peace officer training school approved by the executive director or for which application for such approval has been made;

(c) Make recommendations, from time to time, to the executive director, attorney general, governor, and the legislature regarding the carrying out of the objectives and purposes of sections 626.841 to 626.854;

(d) Perform such other acts as may be necessary or appropriate to carry out the powers and duties of the board as set forth in sections 626.841 to 626.849.

Subd. 4. The board shall report to the attorney general, from time to time, and to the governor and the legislature at least biennially concerning the activities of the board.

626.844 ATTORNEY GENERAL. The attorney general may adopt and promulgate rules and regulations including but not limited to regulations and rules recommended by the board to the attorney general pursuant to section 626.843, section 626.846, subdivision 2, and section 626.847. When the attorney general promulgates any rules or regulations recommended by the board, he shall transmit a certified copy thereof to the secretary of state.

626.845 EXECUTIVE DIRECTOR. The executive director, on behalf of the board, shall have the following powers and duties, to be exercised with the approval of the board and to be executed only in full accordance with the rules and regulations promulgated by the attorney general pursuant to section 626.844;

(a) To approve peace officers training schools administered by state, county, and municipalities located within this state;

(b) To issue certificates of approval to such approved schools, and to revoke such certification of approval when necessary to maintain the objectives and purposes of sections 626.841 to 626.854;

(c) To certify, as qualified, instructors at approved peace officer training schools, and to issue appropriate certificates to such instructors;

(d) To certify peace officers who have satisfactorily completed basic training programs, and to issue appropriate certificates to such peace officers;

(e) To cause studies and surveys to be made relating to the establishment, operation, and approval of state, county, and municipal peace officer training schools;

(f) To consult and cooperate with state, county, and municipal peace officer training schools for the development of advanced in-service training programs for peace officers;

(g) To consult and cooperate with universities and colleges for the development of specialized courses of instruction and study in the state for peace officers in police science and police administration;

(h) To consult and cooperate with other departments and agencies of the state and federal governments concerned with peace officer training;

(i) To perform such other acts as may be necessary and appropriate to carry out his powers and duties as set forth in the provisions of sections 626.841 to 626.854;

(j) To report to the board, from time to time, at the regular meetings of the board and at such other times as may be required by the board.

626.846 ATTENDANCE; FORFEITURE OF POSITION. Subdivision 1. Notwithstanding any general or local law or charter to the contrary, any peace officer employed or elected on or after July 1, 1967, by any state, county, municipality, or joint or contractual combination thereof of the state of Minnesota with a population of more than 1,000 according to the last federal census shall attend a peace officers training course within 12 months of his appointment, except as provided in section 626.853.

Subd. 2. Every peace officer shall be appointed by any state, county, municipality or joint or contractual combination thereof of the state of Minnesota with a population of more than 1,000 according to the last federal census, on a temporary basis or for a probationary term, shall forfeit his position unless he has satisfactorily completed, within the time prescribed by the rules and regulations promulgated pursuant to sections 626.841 to 626.854, an approved peace officer training program, except as provided in section 626.853. Any other peace officer employed or elected by any state, county, municipality or joint or contractual combination thereof, may attend peace officer training course subject to the rules and regulations promulgated pursuant to sections 626.841 to 626.854.

626.847 COMPULSORY PROGRAM; EXEMPTIONS. Nothing contained in sections 626.841 to 626.854, except the population limits in section 626.846 and section 626.853, shall be construed to exempt any peace officer charged with the enforcement of the general criminal laws of the state from the provisions of sections 626.841 to 626.854, or to exempt a peace officer having received his last permanent appointment prior to July 1, 1967. The peace officers training board may recommend by a two-thirds vote rules and regulations for the minimum basic training for all peace officers who received an appointment prior to July 1, 1967. Upon the adoption of such rules and regulations by the attorney general all such peace officers shall comply with such rules and regulations.

626.848 TRAINING COURSES, LOCATIONS. The superintendent of the bureau of criminal apprehension shall provide courses at convenient locations in the state, for training peace officers in their powers and duties, and in the use of approved equipment and the latest technique for detection, identification and apprehension of criminals. For this purpose, the superintendent may use the services and employees of the bureau.

626.849 SCHEDULE OF SUBJECT MATERIAL. The superintendent of the bureau of criminal apprehension shall prepare not later than August 1 of each year a written schedule of subject material to be taught in each training course, the scheduled instructors for each subject and the time and place for each subject presentation. This material shall be presented to the board. The subject material, instructors, and schedules may be approved or disapproved by a majority vote of the board before September 1 of each year and if disapproved, the proposal shall be revised and re-presented to the board for their view in like manner.

626.85 INSTRUCTORS; DONATIONS, CONTRIBUTIONS. Subdivision 1. In addition to the bureau employees assigned to police training, full time or part time, the superintendent is authorized to engage such part time instructors as he deems proper and necessary to furnish the best possible instruction in police sciences, subject to the limitation of funds as appropriated and available for expenditure. Sections 43.09 to 43.17 shall not apply to such part time employees.

Subd. 2. Any donations, contributions, grants, or gifts which may be received shall be accepted without recourse to the donor, and shall become the property of the state. All cash receipts shall be deposited with the state treasurer, and are hereby appropriated to the bureau in the quarter in which they were so deposited.

626.851 ELIGIBLE OFFICERS. Subdivision 1. Any police officer employed or elected by any county or municipality of the state of Minnesota shall be eligible to attend such training courses as herein provided in accordance with the rules and regulations of the board.

Subd. 2. Any student successfully completing 1500 hours of law enforcement instruction in a post secondary educational law enforcement program which is approved by the Minnesota state department of education or an accredited institution of higher learning shall be eligible to receive the minimum basic police training as established under section 626.843 conducted by the Minnesota bureau of criminal apprehension in facilities provided by the institute. Upon satisfactory completion of the training course conducted by the bureau the certificate shall be awarded to the individual.

626.852 TUITION; SALARY AND EXPENSES. No tuition shall be charged any officer for attending any training school herein provided for, each officer when assigned to attend the police school shall receive his regular salary and shall be reimbursed by the governing body of the governmental unit or combination of governmental units from which elected or by which employed for his cost of meals, travel, and lodgings while in attendance at the police school, not to exceed similar allowance for state employees, except as provided in section 626.853.

626.853 PARTICIPATION, POPULATION LIMIT. Notwithstanding other provisions of sections 626.841 to 626.854 to the contrary, peace officers elected or appointed in any governmental unit or combination of governmental units with a total population of more than 500 but less than 1,000 according to the last federal census shall comply with the provisions of sections 626.846 and 626.847 when:

(a) The county board of the county in which such municipality or combination of municipalities is located provides by resolution for reimbursement to such municipality or combination of municipalities for the ordinary and necessary expenses, not including salary, of such officers' attendance at a peace officers training course as set forth in section 626.852 and

(b) The sheriff of such county consents to furnish substitute local protection for such municipality or combination of municipalities, the expense of which, except for salary, his office shall be similarly reimbursed by the county board.

626.854 COOPERATION WITH FEDERAL GOVERNMENT. The Minnesota peace officers training board shall have the further power and authority to cooperate with, receive financial assistance from and join in projects or enter into contracts with the federal government or its agencies for the furtherance of peace officer training within the state.

BOARD MEMBERSHIP AND ACTIVITIES

The following are the present members of the Minnesota Peace Officer Training Board:

Russell Brooberg, former Sheriff of Otter Tail County
James Crawford, Chief, Minnesota State Patrol
David Estenson, Minneapolis Police Department
Neil S. Haugerud, State Representative
Harold P. Higgins, Superintendent, Minnesota Bureau of Criminal Apprehension
Patrick J. Leary, Lyon County Attorney
Jack L. McCarthy, Chief, Minneapolis Police Department
Thomas Motherway, Chief, Hibbing Police Department
Donald J. Omodt, Sheriff, Hennepin County
Walter Peterson, Duluth Police Department
Theodore Rix, Assistant Hennepin County Attorney
Richard H. Rowan, Chief, St. Paul Police Department
Milo S. Tasky, Chief, Duluth Police Department
Ralph W. Talbot, Sheriff, Anoka County
Joseph H. Trimbach, Special Agent in charge, Federal Bureau of Investigation
Paul J. Tschida, Assistant Attorney General

There is presently one vacancy on the Board, which will be filled by the appointment of a chief of police of a city not of the first class.

The following persons have been members of the Minnesota Peace Officer Training Board in the past:

Chief of Police

Frank H. Broderius, Hutchinson (1969-73)
Donald R. Dwyer, Minneapolis (1969)
Calvin F. Hawkinson, Minneapolis (1967-68)
Gordon Johnson, Minneapolis (1971-74)
Basil J. Lutz, Minneapolis (1969-71)
Lester E. McAuliffe, St. Paul (1967-70)
Roland Schmidt, Glencoe (1967-69)
Clyde Sorensen, St. Louis Park (1967-74)

Sheriffs

Lester W. Melchert, Carver County (1967-74)

Chiefs, Minnesota State Patrol

John J. Harbinson (1967-73)

Other Minnesota Peace Officers

Charles D. Alexander, Mankato Police Department (1969-71)
Donald E. Mattice, Austin Police Department (1970-72)
Floyd Roman, Richfield Police Department (1967-69)
Robert Rysavy, Austin Police Department (1967-70)

Special Agents in Charge, FBI

Richard Held (1967-73)

Assistant Attorney General

James M. Kelley (1970-71)
Arne Schoeller (1967-70)

County Attorneys

Attel F. Felix, Morrison County (1969-70)
Robert A. Peterson, Polk County (1972)
William B. Randall, Ramsey County (1969-72)
George Scott, Hennepin County (1972-73)

Members Representing the Public

Thomas S. Donoho, Attorney, Fergus Falls (1967-71)

Rolf T. Nelson, State Senator, Golden Valley (1967-73)

The Minnesota Peace Officer Training Board held 13 meetings during the 3-year period ending June 30, 1974. The Executive Committee of the Board met 5 times, and the Executive Director and members of the Board have appeared before numerous committees of the legislature.

RULES AND REGULATIONS

The Rules and Regulations of the Attorney General relating to peace officer training and reimbursement, recommended to him by the Minnesota Peace Officer Training Board, were amended on October 1, 1971, and again on November 13, 1973. On each occasion public hearings on the changes were announced and held. There was no opposition voiced to the changes at either hearing. The current Rules and Regulations are as follows:

Atty Gen 201 Definitions

- (a) The term "Board" means the Minnesota Peace Officer Training Board.
- (b) The term "Director" means the director or head of a certified peace officers basic training school.
- (c) The term "Executive Director" means the Executive Director of the Minnesota Peace Officer Training Board.
- (d) The term "Basic Course" means a course of training as described in section 202 of these rules and regulations or a course which has been approved by the Executive Director in writing, as meeting or exceeding the minimum course content as prescribed in section 202 of these rules and regulations.
- (e) The term "Municipal" means any county, city, town, village, or any other political subdivision of the state.
- (f) The term "Peace Officer" means any employee of a municipality or state law enforcement agency paid by public funds who is responsible for the prevention and detection of crime and the enforcement of the general criminal laws of the state and who has the full power of arrest, and shall also include Minnesota Highway Patrol and State Conservation Officers.
- (g) The term "School" means any basic training school which has been certified by the Executive Director of the Minnesota Peace Officer Training Board for the purpose of training peace officers.
- (h) The term "Instructor" means a person certified by the Executive Director as qualified to teach at a basic training school.
- (i) The term "Lecturer" means a person possessing sufficient educational background or experience necessary to meet instructional demands made of him.
- (j) The term "Bureau" means the Bureau of Criminal Apprehension.
- (k) The term "Trainee" means a peace officer, highway patrol candidate or state conservation officer enrolled in a certified basic training school.

The term "Trainee" also means any student enrolled in a certified basic training school conducted by the Bureau, whose attendance is authorized under the provisions of Minn. Stats. §626.851, Subd. 2, and is in accordance with the rules and regulations as stated herein.

Atty Gen 202 Minnesota Peace Officers Basic Training Program

(a) Statement of Purpose. The course described in subsection (b) is designed as a minimum program. Nothing in this regulation shall limit or be construed as limiting the power of a civil service commission, police department or any other law enforcement agency or department of any municipality, or the state, to enact rules or regulations which establish a higher standard of training above the minimum required by this regulation, or which provide for termination of employment due to unsatisfactory service during probationary periods or due to violation of the rules and regulations of the agency employing a peace officer.

(b) Minimum Courses of Study for Peace Officers. The minimum amount of training for which certification can be granted by the Executive Director shall be 280 hours commencing September 1, 1971 covering the following:

	Hours
TOTAL HOURS	280
(1) Registration - Orientation	1
(2) Classroom Notetaking & Study Skills*	2
(3) Jurisdiction of State & Federal Agencies	11
(4) Criminal Laws for Police	57
(5) Administration of Justice	8
(6) Police Patrol Functions & Techniques	21
(7) Traffic Law Enforcement	27
(8) Human Behavior	16
(9) Investigation of Crimes	45
(10) Report Writing & Records	7

(11) First Aid	25
(12) Physical Training & Skills**	36
(13) Testing & Review***	14
(14) Elective Time****	10

***Each trainee in the basic course shall maintain an adequate notebook during the course and shall submit such notebook upon demand to the director. In addition to appropriate entries on material covered during the course, the notebook shall also contain all the trainee's written assignments.*

****All trainees must complete a minimum basic instruction in firearms.*

*****The assembling of examination materials, the giving and supervising of the examinations, and the review of the examination papers shall be the responsibility of the director. The director shall file a copy of any examination given upon request of the Executive Director.*

******The elective time shall be approved by a resolution of the Minnesota Peace Officer Training Board.*

Atty Gen 203 Attendance; Completion; Information

(a) Attendance shall be required of each trainee at all sessions of the basic course. Any trainee who is absent for more than one day of the basic course shall make up such course content to the satisfaction of the director.

(b) Enrollment in any certified basic training course conducted by the Bureau shall not, unless exceptional circumstances exist as determined by the Executive Director, exceed 40 trainees.

(c) Eligible peace officers applying for enrollment in any certified basic training course conducted by the Bureau shall receive priority acceptance.

(d) All trainees must be physically capable of complete participation in all course activities. Any training unable to physically participate in all aspects of the basic course shall not be deemed to have satisfactorily completed such course and shall not be certified.

(e) All trainees enrolled in any certified course shall be subject to the rules and procedures for the conduct of such course as promulgated by the certified school and filed with the Board. Notebooks and handout materials distributed to the trainee shall remain the property of the certified school until the trainee has satisfactorily completed the course.

(f) The director shall be responsible for maintaining and making available to the Board and the Executive Director all pertinent information on all training courses conducted at the school.

Atty Gen 204 Instructors

(a) Qualifications. All instructors in certified schools must have at least a high school diploma or a certificate of equivalency and two years of experience as a peace officer, or a college degree.

(b) Certification. The Executive Director shall certify each instructor at a certified school every year if such instructor meets the minimum requirements of rule 204(a) and if he is recommended in writing by his director. Those instructors who do not meet the minimum requirements, but who have taught at a training school that has been approved pursuant to these rules, shall be issued a provisional certificate by the Executive Director, conditioned on such instructor qualifying under rule 204 (a) within one year from the effective date of these rules and regulations.

(c) This rule shall not preclude a director from engaging lecturers in specialized areas. All members of Federal law enforcement agencies shall be exempt from certification.

Atty Gen 205 Certification of Schools; Approval of Basic Courses

(a) The Executive Director may certify any school, provided that the director of the school files with the Executive Director satisfactory proof that the school will offer the mandatory courses, has the necessary equipment, has qualified instructors, and the school seeking certification files with the Executive Director such other information as he may require.

(b) The director of the training school shall file all information required by the Executive Director at least 30 days prior to commencement of each proposed mandatory course, including the proposed maximum enrollment in such course.

Atty Gen 206 Certification of Peace Officers

(a) All peace officers, except those excluded in Minn. Stats. §626.846, Subd. 1, and Minn. Stats §626.853, appointed after July 1, 1967, must commence attendance in a certified basic course at a certified training school within one year from the time of their appointment and complete such course within six months of the date of enrollment. All peace officers within the purview of Minn. Stats §626.846, Subd. 2, who fail to satisfactorily complete the basic course shall forfeit their positions.

(b) The Executive Director shall issue certificates of compliance with the provisions of Minn. Stats. §626.846 to each peace officer who has satisfactorily completed a basic course as certified by the director.

(c) The Executive Director shall issue a certificate of compliance to a student who, pursuant to Minn. Stats. §626.851, Subd. 2, has attended and satisfactorily completed a certified basic course conducted by the Bureau and who has, within six months of such completion, been employed as a peace officer as the term is defined in Rule 201(f) of these Rules and Regulations, when such certification is requested by the head of his employing agency following successful completion of that agency's probationary period.

(d) All certificates of compliance awarded by the Board pursuant to Rule 206 shall be deemed to remain the property of the Board and shall be void after six months from the date the individual named thereon severs his employment as a peace officer, and is subject to revocation and recall.

(e) A peace officer who holds a valid certificate of compliance under the provisions of Rule 206 need not seek recertification solely because he has a new position, or appointment, or has been elected to office, provided he assumes his duties in the new position, appointment, or elected office within six months after severing his previous employment as a peace officer.

(f) An experienced peace officer, who has received training equivalent to that offered at a certified school, may receive certification from the Executive Director upon filing with the Executive Director detailed information on his previous training and experience in law enforcement.

Atty Gen 207 New Peace Officers. All appointing agencies when requested shall furnish the name, address, date of appointment, and other pertinent information concerning a newly appointed peace officer to the Executive Director.

Atty Gen 208 Effective Date. These rules and regulations shall take effect upon adoption by the Attorney General pursuant to M.S. (1965) 15.0412.

Atty Gen 209 Provisions of these rules and regulation notwithstanding, any peace officer appointed July 1, 1967 who has completed a basic training course at a school listed in rule 205(b) to the satisfaction of the director of the school prior to the effective date of these rules and regulations, shall be certified by the Executive Director following receipt of proper notification from the director.

**REIMBURSEMENT PROGRAM OF THE
MINNESOTA PEACE OFFICER TRAINING BOARD**

Atty Gen 210 Statement of Purpose. An increase in the minimum number of weeks required for the basic training of peace officers has create additional cost to the local units of government. The reimbursement program of the Minnesota Peace Officer Training Board will, subject to the availability of funds, assist local units of government to pay the salaries and expenses of a peace officer who has successfully completed a basic training course, or a training course for supervisory personnel, and will help to absorb the cost of providing substitute protection while these peace officers are being trained. Therefore, the following rules and regulations have been promulgated pursuant to Minnesota Statutes 1967, S626.844.

Atty Gen 211 Definitions

(a) The term "reimbursement funds" means money which has become available to the Minnesota Peace Officer Training Board for use by local units of government to defray the cost of salaries, expenses, and substitute protection incurred during the basic training of peace officers, or the training for supervisory personnel.

(b) The term "local unit of government" means any county, city, village, town or borough, acting either jointly or individually.

(c) The term "peace officer" as used in Rules 210 through 217 shall have the same meaning as promulgated in Rule 201(f).

Atty Gen 212 Eligibility for Program. Any local unit of government which meets the following criteria will be eligible to receive reimbursement funds to help defray the cost of salaries, expenses, and substitute protection incurred during the basic training of peace officers, and the training course for supervisory personnel.

(a) The local unit of government shall comply in recruitment procedures with the Minnesota Peace Officer Training Board's recommended minimum standards for the recruitment of peace officers which are currently in effect and which may be amended from time to time. Attached as Exhibit A are the standards currently in effect which are heretofore incorporated by reference.

(b) The local unit of government shall not require a peace officer to work while he is attending the basic training school unless it is a part of the training program.

(c) The peace officer for whom a local unit of government is requesting reimbursement funds must have successfully completed the respective certified basic training course, or supervisor training course.

(d) All reports requested by the Minnesota Peace Officer Training Board must be filed by the local unit of government of the law enforcement agency thereof.

Atty Gen 213 Application for Funds

(a) Application for funds shall be made on reimbursement request forms provided by the Minnesota Peace Officer Training Board.

(b) Individual forms must be submitted for each peace officer who has successfully completed a basic training course, or a course for the training of supervisory personnel for whom the local unit of government seeks reimbursement funds.

(c) The application for reimbursement funds shall be submitted on behalf of the local unit of government by the official directly responsible for peace officer training. If a county is applying for reimbursement funds, request forms shall be verified by the sheriff. In all other cases, verification shall be made by the local chief of police.

(d) A local unit of government must submit any requests for reimbursement funds to the Executive Director of the Minnesota Peace Officer Training Board within 60 days after completion of the respective training schools.

Atty Gen 214 Approval of Application

(a) Approval of the application shall be by the Executive Director of the Minnesota Peace Officer Training Board. He shall determine whether the request for reimbursement funds is in proper form and whether the local unit of government meets the eligibility criteria enumerated in Rule 212.

(b) After the Executive Director of the Minnesota Peace Officer Training Board has approved the reimbursement request, he shall recommend payment and forward the request form through the appropriate state agencies for disbursement of funds.

(c) Upon approval, each local unit of government shall be entitled to an equal share for each officer trained from the funds designated for such reimbursement, provided that the eligibility criteria enumerated in Rule 212 have been fulfilled for

all trainees who begin courses subsequent to the effective date of these regulations. Any such award shall be conditioned upon the availability of funds.

(d) When funds are made available for reimbursement for mandated courses other than basic training, a local unit of government shall, upon approval, be entitled to an equal share for each peace officer who completes such a course, provided that the eligibility criteria enumerated in Rule 212 have been fulfilled for all trainees who begin courses subsequent to the effective date of these regulations. Any such award shall be conditioned upon the availability of funds.

Atty Gen 215 [Repealed]

Atty Gen 216 Deadline for Filing Applications. Applications for reimbursement must be submitted within 60 days after receipt of the application form.

Atty Gen 217 Mandatory Training for Newly Elected or Appointed Supervisory Personnel. All peace officers appointed to positions in which they will supervise five or more persons shall attend a course for the training of supervisory personnel no later than six months after they have assumed their supervisory duties. This course shall be one approved in writing by the Executive Director, and it shall be at least one week in length. Chiefs of police and sheriffs are excluded from this requirement.

Atty Gen 218 Effective Date. These rules and regulations pertaining to the reimbursement program shall take effect upon adoption by the Attorney General pursuant to Minn. Stats. 1967 S15.0412.

Filed with the Secretary of State November 12, 1973 and with the Commissioner of Administration November 13, 1973.

**RECOMMENDED MINIMUM STANDARDS FOR RECRUITMENT
OF PEACE OFFICERS IN THE STATE OF MINNESOTA**

THE FOLLOWING ARE STANDARDS RECOMMENDED BY THE MINNESOTA PEACE OFFICER TRAINING BOARD TO THE ATTORNEY GENERAL. THE STANDARDS ARE ADVISORY, AND DO NOT HAVE THE FORCE AND EFFECT OF LAW.

1. Applicant must be a citizen of the United States.
2. Applicant must possess or be eligible for a valid State of Minnesota drivers license.
3. Applicant must be a graduate of a recognized high school or possess an equivalent certificate.
4. Applicant shall be required to complete and submit to the employing law enforcement agency a comprehensive application form comparable to that used by the State Civil Service Department. He shall be fingerprinted and a thorough background search of the prospective employee through the resources of local, state and federal agencies shall be made in order to disclose the existence of any criminal record.
5. The applicant shall possess good moral character, and shall not have been convicted in this or any other state, or in any federal court of any felony.
6. A thorough physical examination by a licensed physician or surgeon shall be made to determine that the applicant is free from any physical condition which might adversely affect the performance of the applicant's duties as a peace officer.
7. A competent psychological evaluation shall be made to determine that the applicant is free from any emotional or mental condition which might adversely affect the performance of the applicant's duties as a peace officer.
8. All applicants shall submit to testing through a civil service commission, and if no civil service exists in a community a test such as that used by the State Civil Service Department may be used to determine the applicant's aptitude for professional law enforcement.

IT SHOULD BE NOTED THAT THESE ARE MINIMUM STANDARDS AND THE INTENT AND LANGUAGE USED SHALL NOT RESTRICT LAW ENFORCEMENT AGENCIES IN PRESCRIBING MORE RIGID STANDARDS WHENEVER POSSIBLE.

Revised 11/13/73

ACTIVITIES OF CERTIFIED SCHOOL

There was a total of 32 certified peace officer training schools authorized and conducted during the period of July 1, 1971 through June 30, 1974. The Bureau of Criminal Apprehension conducted 25 basic schools, the Minneapolis Police Department put on 2 schools, the St. Paul Police Department held 2 schools, the Minnesota State Patrol conducted 2 schools, and the Duluth Police Department offered 1 school. A total of 1,153 active peace officers and 44 student trainees completed these various basic courses. This figure includes a few officers who completed more than one school because they transferred to another department having a training requirement greater than the 8 weeks prescribed statewide. They were therefore required to complete the basic course given by that agency even though they were certified officers at the time they began their new employment. The St. Paul Police Department conducts 18 weeks of basic training for its officers, the Minneapolis Police Department put on courses of 16 weeks, and the State Patrol increased its basic training from 12 weeks to 16 weeks in 1974.

A total of 28 candidates started at one or another of the basic schools but failed to complete it. Reasons for failure included inability to meet the physical demands of the course, inability to maintain the required scholastic levels and, in some cases, a decision by the candidate that law enforcement was not the right employment for him.

The following list shows the number of peace officers and students trained at each of the 32 certified basic schools conducted during fiscal years 1972, 1973 and 1974. At the end of this section there is a map showing how many officers were trained from each county in Minnesota, and a further breakdown into the number of officers trained from each police department or sheriff's office. The totals given there do not include student trainees who subsequently found employment as peace officers.

B.C.A. Metro Area Schools

Sept. 13 - Nov. 5, 1971 (Arden Hills)	36 officers
Nov. 15, 1971 - Jan. 28, 1972 (Arden Hills)	35 officers
Jan. 31 - Mar. 24, 1972 (Naval Air Base)	36 officers
Feb. 7 - Mar. 31, 1972 (Naval Air Base)	39 officers
Mar. 27 - May 19, 1972 (Arden Hills)	38 officers
Sept. 11 - Nov. 3, 1972 (Arden Hills)	35 officers
Nov. 13, 1972 - Jan. 19, 1973 (Arden Hills)	38 officers
Jan. 29 - Mar. 23, 1973 (Arden Hills)	47 officers
Mar. 26 - May 18, 1973 (Arden Hills)	56 officers
Sept. 10 - Nov. 2, 1973 (Arden Hills)	41 officers
Nov. 5, 1973 - Jan. 18, 1974 (Arden Hills)	37 officers, 11 students
Jan. 21 - Mar. 15, 1974 (Arden Hills)	48 officers
Jan. 28 - Mar. 22, 1974 (Naval Air Base)	37 officers, 7 students
Mar. 18 - May 10, 1974 (Arden Hills)	43 officers
Apr. 1 - May 24, 1974 (Arden Hills)	36 officers

B.C.A. Regional Schools

Sept. 20 - Nov. 12, 1971 (Brainerd)	22 officers
Nov. 22, 1971 - Jan. 28, 1972 (Mankato)	28 officers
Apr. 3 - May 26, 1972 (Willmar)	44 officers
Sept. 18 - Nov. 12, 1972 (Bemidji)	39 officers
Nov. 20, 1972 - Jan. 26, 1973 (Albert Lea)	26 officers
Feb. 5 - Mar. 30, 1973 (Marshall)	38 officers
Apr. 2 - May 25, 1973 (Alexandria)	38 officers
Sept. 10 - Nov. 2, 1973 (Virginia)	37 officers, 17 students
Nov. 12, 1973 - Jan. 25, 1974 (Mankato)	41 officers
Mar. 25 - May 17, 1974 (Alexandria)	35 officers, 9 students

Minneapolis Police Department

Mar. 13 - June 29, 1972	29 officers
June 4 - Sept. 21, 1973	50 officers

St. Paul Police Department

Oct. 21, 1971 - Feb. 25, 1972	26 officers
May 22 - Sept. 22, 1973	50 officers

Duluth Police Department

Jan. 17 - Mar. 31, 1972	20 officers
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State Patrol Schools

June 12 - Sept. 1, 1972
Apr. 1 - July 26, 1974

18 officers
17 officers

The certified schools also put on a total of 14 courses in intermediate command or police management during the 3 years ending June 30, 1974. Supervisory training is now required for all officers (except chiefs of police and sheriffs) newly appointed to positions in which they supervise 5 or more other persons. A total of 348 officers completed the various supervisory courses offered since supervisory training was mandated, and 322 officers were certified as supervisors. (There were 26 officers who completed more than 1 supervisory course, for example both intermediate command and police management.) No reimbursement is given for the completion of a supervisory course. The following schools were conducted during the 3-year period ending June 30, 1974

B.C.A. Intermediate Command Schools

October 4 - 8, 1971
November 15 - 19, 1971
March 6 - 10, 1972
November 27 - December 1, 1972
February 12 - 16, 1973
October 15 - 19, 1973
January 28 - February 1, 1974

19 supervisors
19 supervisors
39 supervisors
19 supervisors
37 supervisors
37 supervisors
42 supervisors

B.C.A. Police Management Schools

October 16 - 20, 1972
January 29 - February 2, 1973
November 26 - 30, 1973
January 21 - 25, 1974

20 supervisors
19 supervisors
23 supervisors
26 supervisors

St. Paul Police Department Supervisory Schools

March 20 - April 24, 1972
March 29 - May 3, 1973

25 supervisors
32 supervisors

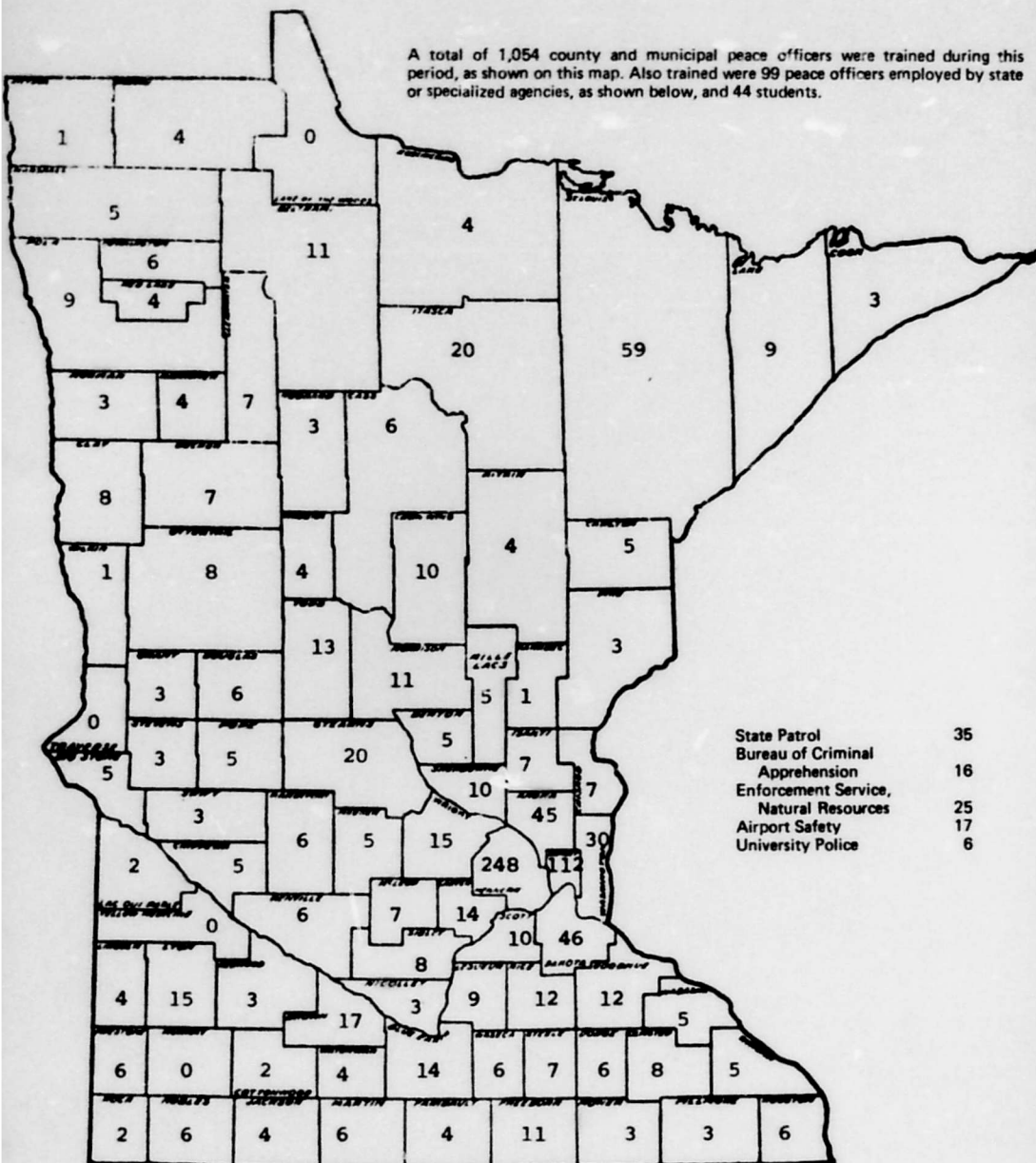
Minneapolis Police Department Supervisory School

September 13 - 17, 1971

19 supervisors

PEACE OFFICERS TRAINED IN MINNESOTA
FY 1972, 1973, 1974

A total of 1,054 county and municipal peace officers were trained during this period, as shown on this map. Also trained were 99 peace officers employed by state or specialized agencies, as shown below, and 44 students.



State Patrol	35
Bureau of Criminal Apprehension	16
Enforcement Service, Natural Resources	25
Airport Safety	17
University Police	6

**PEACE OFFICERS TRAINED
FY 1972, 1973, 1974**

	1972	1973	1974	TOTAL		1972	1973	1974	TOTAL
AITKIN COUNTY	2	2	0	4	CHISAGO COUNTY	2	3	2	7
Sheriff's Office	2	1	0	3	Sheriff's Office	2	0	2	4
Aitkin	0	1	0	1	Chisago City	0	1	0	1
ANOKA COUNTY	8	18	19	45	Lindstrom	0	1	0	1
Sheriff's Office	2	5	7	14	Taylor Falls	0	1	0	1
Anoka	0	2	3	5	CLAY COUNTY	1	5	2	8
Blaine	1	0	3	4	Sheriff's Office	1	1	1	3
Columbia Heights	0	2	3	5	Dilworth	0	1	1	2
Coon Rapids	1	3	0	4	McLeod	0	3	0	3
Dayton	0	1	0	1	CLEARWATER COUNTY	3	4	0	7
Fridley	0	5	2	7	Sheriff's Office	1	3	0	4
Ham Lake	2	0	0	2	Bagley	2	0	0	2
Hilltop	1	0	0	1	Clearbrook	0	1	0	1
Spring Lake Park	1	0	1	2	COOK COUNTY	1	1	1	3
BECKER COUNTY	5	1	1	7	Sheriff's Office	1	1	1	3
Sheriff's Office	3	0	0	3	COTTONWOOD COUNTY	1	1	0	2
Callaway	0	0	1	1	Windom	1	1	0	2
Detroit Lakes	1	1	0	2	CROW WING COUNTY	1	4	5	10
Lake Park	1	0	0	1	Baxter	0	1	0	1
BELTRAMI COUNTY	2	6	3	11	Brainerd	0	0	1	1
Sheriff's Office	0	1	1	2	Breezy Point	1	0	0	1
Bemidji	2	4	2	8	Crosby-Ironton	0	2	0	2
Kelliher	0	1	0	1	Cross Lake	0	0	1	1
BENTON COUNTY	1	1	3	5	Nisswa	0	1	2	3
Sheriff's Office	1	0	1	2	Pequot Lakes	0	0	1	1
Foley	0	0	1	1	DAKOTA COUNTY	21	10	15	46
Sauk Rapids	0	1	1	2	Sheriff's Office	7	0	0	7
BIG STONE COUNTY	1	2	2	5	Apple Valley	0	2	0	2
Sheriff's Office	0	0	1	1	Burnsville	6	4	10	20
Clinton	1	0	0	1	Eagan	2	0	1	3
Ortonville	0	2	1	3	Farmington	2	0	0	2
BLUE EARTH COUNTY	5	0	9	14	Hastings	1	1	1	3
Sheriff's Office	1	0	4	5	Inver Grove Heights	1	3	0	4
Eagle Lake	0	0	1	1	Lakeville	0	0	1	1
Lake Crystal	0	0	1	1	Lilydale-Mendota	0	0	2	2
Mankato	4	0	2	6	Mendota Heights	1	0	0	1
Mapleton	0	0	1	1	South Saint Paul	1	0	0	1
BROWN COUNTY	7	6	4	17	DODGE COUNTY	0	3	3	6
Sheriff's Office	2	2	2	6	Sheriff's Office	0	1	0	1
Hanska	1	0	1	2	Claremont	0	1	0	1
New Ulm	2	0	0	2	Dodge Center	0	0	1	1
Sleepy Eye	1	3	0	4	Kasson	0	0	1	1
Springfield	1	1	1	3	Mantorville	0	0	1	1
CARLTON COUNTY	2	2	1	5	West Concord	0	1	0	1
Sheriff's Office	0	2	1	3	DOUGLAS COUNTY	3	2	1	6
Moore Lake	2	0	0	2	Sheriff's Office	0	0	1	1
CARVER COUNTY	6	4	4	14	Alexandria	2	2	0	4
Sheriff's Office	5	3	2	11	Ossakis	1	0	0	1
Chaska	1	1	1	3	FARIBAULT COUNTY	3	1	0	4
CASS COUNTY	3	2	1	6	Sheriff's Office	1	0	0	1
Sheriff's Office	2	0	0	2	Blue Earth	1	0	0	1
Cass Lake	1	1	0	2	Wells	1	1	0	2
Pine River	0	1	0	1	FILLMORE COUNTY	2	1	0	3
Remer	0	0	1	1	Sheriff's Office	1	0	0	1
CHIPPEWA COUNTY	0	3	2	5	Preston	0	1	0	1
Sheriff's Office	0	1	1	2	Spring Valley	1	0	0	1
Clara City	0	1	0	1					
Montevideo	0	1	1	2					

	1972	1973	1974	TOTAL		1972	1973	1974	TOTAL
FREEBORN COUNTY	2	5	4	11	KANABEC COUNTY	0	0	1	1
Sheriff's Office	2	2	1	5	Sheriff's Office	0	0	1	1
Albert Lee	0	2	3	5	KANDIYOHI COUNTY	2	0	4	6
Glenville	0	1	0	1	Sheriff's Office	2	0	1	3
GOODHUE COUNTY	6	2	4	12	Willmar	0	0	3	3
Sheriff's Office	0	0	1	1	KITTSOON COUNTY	1	0	0	1
Cannon Falls	1	0	1	2	Hellock	1	0	0	1
Kenyon	1	0	0	1	KOOCHICHING COUNTY	1	1	2	4
Pine Island	2	0	0	2	Sheriff's Office	1	1	1	3
Red Wing	2	2	2	6	International Falls	0	0	1	1
GRANT COUNTY	1	0	2	3	LAC QUI PARLE COUNTY	0	1	1	2
Sheriff's Office	1	0	0	1	Madison	0	1	1	2
Herman	0	0	1	1	LAKE COUNTY	5	0	4	9
Hoffman	0	0	1	1	Sheriff's Office	2	0	1	3
HENNEPIN COUNTY	68	111	89	248	Silver Bay	2	0	3	5
Sheriff's Office	16	7	3	26	Two Harbors	1	0	0	1
Park Reserve District	0	12	3	15	LAKE OF THE WOODS COUNTY	0	0	0	0
Bloomington	1	5	0	6	LE SUEUR COUNTY	3	1	5	9
Brooklyn Center	2	4	2	8	Sheriff's Office	0	1	1	2
Brooklyn Park	5	0	0	5	Le Sueur	1	0	1	2
Chaplin	1	1	1	3	Montgomery	0	0	1	1
Corcoran	0	1	0	1	New Prague	0	0	1	1
Crystal	3	0	0	3	Waterville	2	0	1	3
Deephaven	1	2	3	6	LINCOLN COUNTY	1	2	1	4
Edina	0	2	8	10	Sheriff's Office	1	1	1	3
Excelsior	0	1	0	1	Tyler	0	1	0	1
Golden Valley	0	2	3	5	LYON COUNTY	4	7	4	15
Hopkins	2	1	4	7	Sheriff's Office	1	2	2	5
Maple Grove	0	1	0	1	Balaton	0	1	0	1
Medina	1	0	0	1	Marshall	2	2	2	6
Minneapolis (City PD)	27	50	17	94	Minneota	1	1	0	2
Minneapolis (Parks PD)	0	1	3	4	Tracy	0	1	0	1
Minnetonka	2	7	5	14	MAHONOMEN COUNTY	0	4	0	4
Mound Spring Park-	1	0	3	4	Mahnomen	0	3	0	3
Minnetrista	2	2	1	5	Weebun	0	1	0	1
New Hope	0	1	0	1	MARSHALL COUNTY	0	2	3	5
Orono	0	1	0	1	Sheriff's Office	0	1	1	2
Osseo	0	1	1	2	Argyle	0	1	0	1
Plymouth	1	2	5	8	Newfolden	0	0	1	1
Richfield	0	4	3	7	Stephen	0	0	1	1
Robbinsdale	0	3	1	4	MARTIN COUNTY	3	1	2	6
Saint Anthony	0	1	0	1	Sheriff's Office	1	1	1	3
Saint Louis Park	2	0	3	5	Fairmont	1	0	1	2
Shorewood	1	0	0	1	Sherburn	1	0	0	1
HOUSTON COUNTY	3	1	2	6	McLEOD COUNTY	2	2	3	7
Sheriff's Office	0	1	1	2	Sheriff's Office	0	0	1	1
Caledonia	0	0	1	1	Glencoe	1	0	1	2
Houston	1	0	0	1	Hutchinson	1	1	0	2
La Crescent	2	0	0	2	Stewart	0	0	1	1
HUBBARD COUNTY	2	0	1	3	Winnetonka	0	1	0	1
Sheriff's Office	1	0	0	1	MEEKER COUNTY	3	0	2	5
Park Rapids	1	0	1	2	Sheriff's Office	2	0	1	3
ISANTI COUNTY	2	3	2	7	Dassel	1	0	1	2
Sheriff's Office	2	0	1	3					
Braham	0	1	1	2					
Cambridge	0	2	0	2					
ITASCA COUNTY	5	3	12	20					
Sheriff's Office	5	0	8	13					
Grand Rapids	0	2	2	4					
Marble	0	0	1	1					
Nashwauk	0	1	1	2					
JACKSON COUNTY	3	0	1	4					
Sheriff's Office	1	0	1	2					
Jackson	1	0	0	1					
Lakefield	1	0	0	1					

	1972	1973	1974	TOTAL		1972	1973	1974	TOTAL
MILLE LACS COUNTY	2	3	0	5	RAMSEY COUNTY	84	14	14	112
Sheriff's Office	1	1	0	2	Sheriff's Office	0	3	5	9
Isle	0	1	0	1	Arden Hills	0	1	1	2
Princeton	1	1	0	2	Maplewood	4	4	1	9
MORRISON COUNTY	5	4	2	11	Mounds View	2	0	1	3
Sheriff's Office	3	1	1	5	New Brighton	1	2	0	3
Flensburg	1	0	0	1	North Saint Paul	0	2	2	4
Little Falls	0	0	1	1	Roseville	1	1	3	5
Motley	0	1	0	1	Saint Paul	76	0	0	76
Pierz	0	1	0	1	White Bear Lake	0	1	0	1
Royalton	0	1	0	1	RED LAKE COUNTY	0	0	4	4
Swanville	1	0	0	1	Sheriff's Office	0	0	4	4
MOWER COUNTY	1	2	0	3	REDWOOD COUNTY	1	2	0	3
Sheriff's Office	0	2	0	2	Sheriff's Office	1	1	0	2
Lyle	1	0	0	1	Redwood Falls	0	1	0	1
MURRAY COUNTY	0	0	0	0	RENVILLE COUNTY	5	0	1	6
NICOLLET COUNTY	1	0	2	3	Bird Island	1	0	0	1
Sheriff's Office	0	0	1	1	Fairfax	1	0	0	1
North Mankato	0	0	1	1	Hector	1	0	0	1
Saint Peter	1	0	0	1	Morton	1	0	0	1
NOBLES COUNTY	2	1	3	6	Renville	1	0	1	2
Sheriff's Office	1	0	3	4	RICE COUNTY	4	3	5	12
Adrian	0	0	1	1	Sheriff's Office	1	0	2	3
Worthington	1	1	2	4	Fairbault	2	3	0	5
NORMAN COUNTY	0	2	1	3	Morristown	1	0	1	2
Ada	0	1	1	2	Northfield	0	0	2	2
Shelly	0	1	0	1	ROCK COUNTY	1	0	1	2
OLMSTED COUNTY	4	3	1	8	Sheriff's Office	0	0	1	1
Sheriff's Office	3	1	1	5	Luverne	1	0	0	1
Rochester	1	2	0	3	ROSEAU COUNTY	1	3	0	4
OTTER TAIL COUNTY	1	5	2	8	Sheriff's Office	1	1	0	2
Sheriff's Office	0	4	0	4	Badger	0	1	0	1
Fergus Falls	0	0	2	2	Greenbush	0	1	0	1
Parkers Prairie	1	0	0	1	SAINT LOUIS COUNTY	23	10	26	59
Pelican Rapids	0	1	0	1	Sheriff's Office	10	4	4	18
PENNINGTON COUNTY	3	0	3	6	Biwabik	1	0	0	1
Sheriff's Office	1	0	1	2	Chisholm	0	2	5	7
Thief River Falls	2	0	2	4	Duluth	7	0	6	13
PINE COUNTY	2	0	1	3	Ely	0	0	1	1
Sheriff's Office	2	0	0	2	Eveleth	0	0	4	4
Windom	0	0	1	1	Floodwood	0	0	2	2
PIPESTONE COUNTY	2	3	1	6	Hibbing	3	2	0	5
Sheriff's Office	1	1	1	3	Hoyt Lakes	0	0	1	1
Pipestone	1	2	0	3	Mountain Iron	0	1	1	2
POLK COUNTY	2	6	1	9	Proctor	0	1	1	2
Sheriff's Office	0	2	0	2	Virginia	2	0	1	3
Crookston	0	0	1	1	SCOTT COUNTY	3	4	3	10
East Grand Forks	2	2	0	4	Sheriff's Office	0	1	1	2
Fertile	0	1	0	1	Jordan	1	0	0	1
McIntosh	0	1	0	1	Prior Lake	1	2	1	4
POPE COUNTY	2	2	1	5	Savage	1	0	1	2
Sheriff's Office	0	1	0	1	Shakopee	0	1	0	1
Glenwood	1	1	0	2	SHERBURNE COUNTY	1	5	4	10
Starbuck	1	0	1	2	Sheriff's Office	1	2	3	6
					Big Lake	0	2	0	2
					Zimmerman	0	1	1	2
					SIBLEY COUNTY	2	4	2	8
					Sheriff's Office	0	2	1	3
					Arlington	1	0	0	1
					Gaylord	0	1	0	1
					Green Isle	0	1	0	1
					Winthrop	1	0	1	2

	1972	1973	1974	TOTAL
STEARNS COUNTY	6	3	11	20
Sheriff's Office	2	1	1	4
Albany	0	0	1	1
Cold Spring	1	0	1	2
Melrose	0	1	1	2
Princetonville	1	1	1	3
Saint Cloud	2	0	3	5
Sertell	0	0	1	1
Sauk Centre	0	0	1	1
Waire Park	3	0	1	4
STEELE COUNTY	1	3	3	7
Sheriff's Office	1	0	1	2
Owatonna	0	3	2	5
STEVENS COUNTY	1	1	1	3
Sheriff's Office	0	1	0	1
Morris	1	0	1	2
SWIFT COUNTY	1	2	0	3
Appleton	0	1	0	1
Benson	1	1	0	2
TODD COUNTY	1	6	6	13
Sheriff's Office	0	3	1	4
Browerville	0	0	1	1
Clarissa	0	0	1	1
Eagle Bend	0	0	1	1
Long Prairie	1	2	1	4
Staples	0	1	1	2
TRAVERSE COUNTY	0	0	0	0
WABASHA COUNTY	2	3	0	5
Sheriff's Office	2	1	0	3
Lake City	0	2	0	2
WADENA COUNTY	2	2	0	4
Sheriff's Office	0	1	0	1
Verndale	0	1	0	1
Wadena	2	0	0	2
WASECA COUNTY	1	2	3	6
Sheriff's Office	0	1	3	4
New Richland	0	1	0	1
Waseca	1	0	0	1

	1972	1973	1974	TOTAL
WASHINGTON COUNTY	14	9	7	30
Sheriff's Office	4	1	2	7
Bayport	1	0	1	2
Cottage Grove	0	1	0	1
Dehlwood	0	1	0	1
Forest Lake	1	0	1	2
Hugo	0	0	1	1
Mahtomedi-Birchwood	1	2	0	3
Neenah	0	1	0	1
Oakdale	1	1	1	3
Saint Paul Park	0	1	0	1
Stillwater	2	1	0	3
Woodbury	4	0	1	5
WATONWAN COUNTY	1	2	1	4
Butterfield	0	0	1	1
Madelia	1	0	0	1
Saint James	0	2	0	2
WILKIN COUNTY	0	0	1	1
Rothsay	0	0	1	1
WINONA COUNTY	1	3	1	5
Winona	1	3	1	5
WRIGHT COUNTY	6	1	8	15
Sheriff's Office	3	1	7	11
Annandale	1	0	0	1
Buffalo	2	0	1	3
YELLOW MEDICINE COUNTY	0	0	0	0
MINNESOTA STATE PATROL	18	0	17	35
MINNESOTA BUREAU OF CRIMINAL APPREHENSION	5	4	7	16
ENFORCEMENT DIVISION, DEPARTMENT OF NATURAL RESOURCES	3	14	8	25
AIRPORT SAFETY DEPARTMENT, MINNEAPOLIS-ST. PAUL INTERNATIONAL AIRPORT	4	3	10	17
UNIVERSITY OF MINNESOTA POLICE DEPARTMENTS	2	2	2	6
Crookston	0	1	0	1
Duluth	0	0	1	1
Minneapolis-St. Paul	2	0	1	3
Morris	0	1	0	1

EXEMPTIONS FROM MANDATORY TRAINING

During the past several years various law enforcement agencies have submitted requests for exemption of their officers from our mandatory training programs. Usually such officers either had been certified peace officers in Minnesota in the past but had been out of law enforcement for more than 6 months, or they had satisfactorily completed a training course in another state and had been certified as peace officers in that state. Prior to July 1973 the procedure for considering such requests was as follows:

1. The agency employing the officer submitted an application form on which was set forth the officer's previous experience, training, and education. This information was verified by the Executive Director.
2. If the Executive Director was satisfied that the statements set forth were accurate and the officer had actually completed the training claimed for him, the Board considered the application on its merits. The Board would authorize exemption in cases where the training completed was equivalent to the minimum basic course in Minnesota, provided that the officer had not been away from law enforcement for too long a time. Usually the Board would require either 1 or 2 weeks of refresher training before the officer could be certified. The officer also had to have a valid first aid card.

The Board considered 31 applications for exemption from basic training during its first 6 years. Exemptions were granted to 28 officers, 23 of whom are still employed in law enforcement in Minnesota.

In July 1973 the Board directed the Executive Director to devise a test which would measure the knowledge of law enforcement of future applicants for exemption. The examination which he developed consisted of 200 questions based on the present 8-week minimum basic training course. All applicants must now achieve a score of 70% on this test, as well as having a valid first aid card, in order to be certified as peace officers without taking a basic training course.

The first certification test was given on September 13, 1973. It was found from the results of this and 2 subsequent tests that only about 1 applicant in 6 could pass the examination on his first attempt. In February 1974 the Board authorized the Executive Director to let applicants take the test 2 more times if they failed on their first try. Ten officers have now taken the test again after failing it the first time, and 9 of these officers passed the test on their second or third attempt.

Applicants who pass several of the 8 segments of the written test, but fail to achieve a score of 70% overall, may be allowed to enroll in only the weeks of the basic course which correspond to the parts of the test that they failed. Only 2 officers have taken advantage of this option. Another 6 officers have completed the entire basic course after failing to gain exemption, and 1 officer was transferred to duties not requiring his certification. To date 13 officers have been certified by reason of passing the examination, or will be certified when their first aid cards have been brought up to date.

The few requests for exemption from supervisory training are still considered by the Board after the Executive Director has confirmed the equivalent training claimed. Only 4 applications for exemption from supervisory training have been made since the training was mandated, and all 4 requests have been granted.

FEDERAL GRANT PROGRAMS

The Minnesota Peace Officer Training Board has sought funds from the Law Enforcement Assistance Administrations for the following projects during the past 3 years:

1. Basic Training Incentive Program, Fiscal Year 1972

Application Date: January 22, 1973
Final Report Date: November 13, 1973

Fiscal year 1972 was the third and final year in which the Governor's Commission on Crime Prevention and Control funded this program. The Minnesota legislature has now taken over the funding of reimbursement to local units of government for a part of the expenses involved in sending their officers to basic peace officer training. The expenditure for the final year of the grant was \$200,625 in L.E.E.A. funds and \$67,089 in state matching funds. The legislature appropriated \$280,224 for reimbursement for basic training conducted during fiscal year 1973 and \$300,000 per year for basic training conducted during fiscal years 1974 and 1975. No L.E.E.A. funds are involved in reimbursement for these 3 years.

Reimbursement to local units of government was \$834 per officer trained during fiscal year 1972. Reimbursement for fiscal years 1973 and 1974 will depend upon whether all eligible agencies submit applications and have complied with the rules and regulations regarding reimbursement. Reimbursement paymasters were set at \$803.50 per officer for 1973 and \$850 per officer for 1974. A list of agencies which received incentive payments for 1972 training follows this section of this report. State law enforcement agencies are not eligible for reimbursement funds.

Effective July 1, 1973, departments seeking reimbursement funds must have complied with the Rules and Regulations of the Attorney General relating to peace officer training and reimbursement, including the minimum selection standards shown in the appendix to the Rules and Regulations.

2. Instructor Training, Fiscal Year 1972

Application Date: June 25, 1971
Final Report Date: November 20, 1972

Funds obtained under this grant were used to contract with a college which put on programs to teach law enforcement personnel how to serve as instructors. Fiscal year 1972 was the third and final year of funding of this project under a Federal grant. The Minnesota legislature did not appropriate monies to continue this program during the biennium starting July 1, 1973.

3. Law Enforcement Resource Center

Application Date: March 6, 1974

The Minnesota Attorney General and the Minnesota Peace Officer Training Board are seeking funds to create a resource center of books, films and training aids to assist in the training of law enforcement personnel. This grant was terminated in the past because the Legislative Advisory Committee declined to commit the necessary state matching funds. The grant application has been submitted again for the further consideration of the Governor's Commission on Crime Prevention and Control and the Legislative Advisory Committee.

4. Computer (Development of a Law Enforcement Personnel Data Base System)

Application Date: November 20, 1972.

The Minnesota Peace Officer Training Board has compiled a manual file of information on nearly all law enforcement personnel in the state. The personnel data base grant will provide funds to put this data into the state computer system. We are now working with the Information Systems Division toward this end.

5. Technical Assistance Grants

The Minnesota Peace Officer Training Board has asked for technical assistance from the Law Enforcement Assistance Administration in connection with the computer grant and also for the evaluation of our training program. The Westinghouse Corporation provided the technical assistance for the computer project, and its report was submitted to us on November 2, 1973.

Evaluation of our training program was conducted through the Public Administration Service by Dr. Paul Whisenand. Dr. Whisenand made several recommendations, the most significant of which was that we mandate 16 weeks of training immediately. He based this recommendation on the fact that the Minneapolis and St. Paul Police Departments and the Minnesota Highway Patrol, all of which have specialized assistance in support of patrol officers on the street, are now at

16 weeks or more of basic training. Officers of other agencies, who have to be generalists, for this reason need at least as much training as officers who have recourse to specialized help.

Dr. Whisenand also cited several recommendations from Police, a 1973 publication of the National Advisory Commission on Criminal Justice Standards and Goals. Some excerpts from this publication are quoted in the final section of this report. Another of Dr. Whisenand's recommendations was the establishment of a training facility to meet the current needs of the approximately 6,000 peace officers in Minnesota.

INCENTIVE MONIES DISBURSED, FY 1972

Crime Control Region	Number of Agencies	Number of Officers	Federal Funds	State Matching Funds	Total
A	9	13	\$ 8,125	\$ 2,717	\$ 10,842
B	13	39	24,375	8,151	32,526
C	10	13	9,125	2,717	10,842
D	24	37	23,125	7,773	30,858
E	26	28	17,500	5,852	23,352
F	36	50	31,250	10,450	41,700
G	45	141	88,125	29,469	117,594
State	163	321	\$200,625	\$ 67,089	\$267,714

Region A

Clearwater County	\$ 834
Hubbard County	834
Roseau County	834
Bagley	1,668
Bemidji	1,668
East Grand Forks	1,668
Hallock	834
Park Rapids	834
Thief River Falls	1,668

Region B

Aitkin County	\$ 1,668
Cook County	834
Itasca County	4,170
Koochiching County	834
Lake County	1,668
Saint Louis County	8,340
Biwabik	834
Duluth	5,838
Hibbing	2,502
Moose Lake	1,668
Silver Bay	1,668
Two Harbors	834
Virginia	1,668

Region C

Becker County	\$ 2,502
Clay County	834
Grant County	834
Alexandria	1,668
Clinton	834
Detroit Lakes	834
Lake Park	834
Morris	834
Osakis	834
Parkers Prairie	834

Region D

Benton County	\$ 834
Cass County	1,668
Chisago County	1,668
Isanti County	1,668
Meeker County	1,668

Region D

Mille Lacs County	\$ 834
Morrison County	2,502
Pine County	1,668
Sherburne County	834
Stearns County	1,668
Wright County	2,502

Annanale	834
Breezy Point	834
Buffalo	1,668
Cass Lake	834
Cold Spring	834
Dassel	834
Flensburg	834
Long Prairie	834
Paynesville	834
Princeton	834
Saint Cloud	1,668
Swanville	834
Wadena	1,668

Region E

Jackson County	\$ 834
Kandiyohi County	1,668
Lincoln County	834
Lyon County	834
Martin County	834
Nobles County	834
Pipestone County	834
Redwood County	834

Benson	834
Bird Island	834
Fairfax	834
Fairmont	834
Glenwood	834
Hector	834
Jackson	834
Lakefield	834
Luverne	834
Marshall	1,668
Minneota	834
Morton	834
Pipestone	834
Renville	834
Sherburn	834
Starbuck	834
Windom	834
Worthington	834

Region F

Blue Earth County	\$ 834
Brown County	1,668
Faribault County	834
Fillmore County	834
Freeborn County	1,668
Olmsted County	2,502
Rice County	834
Steele County	834
Wabasha County	1,668
Arlington	834
Blue Earth	834
Cannon Falls	834
Faribault	1,668
Hanska	834
Houston	834
Hutchinson	834
Kenyon	834
La Crescent	1,668
Le Sueur	834
Lyle	834
Madelia	834
Mankato	3,336
Morristown	834
New Ulm	1,668
Pine Island	1,668
Red Wing	1,668
Rochester	834
Saint Peter	834
Sleepy Eye	834
Spring Valley	834
Springfield	834
Waseca	834
Waterville	1,668
Wells	834
Winona	834
Winthrop	834

Region G

Anoka County	\$ 1,668
Carver County	4,170
Dakota County	5,838

Region G

Hennepin County	\$13,344
Scott County	1,668
Washington County	3,336
Bayport	1,668
Blaine	834
Bloomington	834
Brooklyn Park	4,170
Burnsville	5,004
Champlin	834
Chaska	834
Coon Rapids	834
Crystal	2,502
Deephaven	834
Eagan	1,668
Farmington	1,668
Forest Lake	834
Ham Lake	1,668
Hastings	834
Hopkins	1,668
Inver Grove Heights	834
Jordan	834
Mahtomedi	834
Maplewood	3,336
Medina	834
Mendota Heights	834
Minneapolis	16,680*
Minnetonka	1,668
Mound	834
Mounds View	1,668
New Brighton	834
New Hope	1,668
Oakdale	834
Plymouth	834
Prior Lake	834
Roseville	834
Saint Louis Park	1,668
Saint Paul	16,680*
Savage	1,668
South Lake Minnetonka	834
South Saint Paul	834
Stillwater	1,668
Woodbury	3,336

*Under the rules which governed the incentive program grant for this year, no unit of government was to receive payment for more than 20 peace officers trained.

COLLEGE EDUCATIONAL PROGRAMS FOR LAW ENFORCEMENT

In 1973 the Minnesota legislature amended the mandatory training law to permit students having completed 1,500 hours of pre-service training at a vocational institute to attend the basic course conducted by the Bureau of Criminal Apprehension. The Bureau trained 44 such students during the fiscal year ending June 30, 1974. Students enrolled in a 2-year or 4-year college program in law enforcement are left out because there is a problem of how to equate college credit to the 1,500 hours prescribed in the 1973 amendment to the training law. A bill was introduced in the 1974 session of the legislature to allow the training of students who have completed a 2-year or longer program in law enforcement in college, but this bill failed to pass.

The following are some of the courses in law enforcement or criminal justice offered at Minnesota colleges:

University of Minnesota (Minneapolis) The Minneapolis campus began a program in criminal justice studies in 1969. This program is for upper division students only. There is no criminal justice major in the Arts College, but the program may be made the core of a University College major. Enrollment in the program has been about 85% in-service students (students already active in law enforcement or some other part of the criminal justice system), but the proportion of pre-service students is likely to increase as more interns and community service officers take advantage of the program. Enrollment in the program was about 150 students in the fall of 1973. There is also a law enforcement program in the General College for students interested in a 2-year degree.

University of Minnesota (Duluth) UMD started its interdisciplinary program in criminal justice studies in 1969. This program is also an upper division one only. There is no major in criminal justice studies, but the program can be made the core of a criminology concentration within a sociology-anthropology major program. Enrollment in the criminology program increased from 30 students in 1971 to 150 students in 1973.

Community Colleges Ten community colleges in Minnesota now have programs in law enforcement. During the 1973-74 academic year 710 freshmen and 316 sophomores were enrolled in the various programs full time. About 82% of these students were already in service. There are also a number of part-time students enrolled at these and other colleges.

The following community colleges had full-time students enrolled:

<u>College</u>	<u>Freshmen</u>	<u>Sophomores</u>	<u>Total</u>
Hibbing	42	20	62
Inver Hills	108	19	127
Lakewood	92	37	129
Mesabi	52	33	85
Metropolitan	44	7	51
Normandale	145	71	216
North Hennepin	155	76	231
Northland	14	6	20
Rochester	20	21	41
Willmar	38	26	64

State Colleges The state colleges at Bemidji, Mankato, Moorhead, St. Cloud, Winona, Marshall (Southwest Minnesota State), and St. Paul (Minnesota Metropolitan) all have law enforcement personnel participating in the Law Enforcement Education Program (LEEP). College estimates give a total of 288 in-service students participating in the state college programs. There are also a number of pre-service students, especially at Bemidji, Mankato, Moorhead, and St. Cloud.

Private Colleges Antioch, St. Benedict, St. Thomas, and St. Mary's Colleges all have programs. A total of 209 in-service students are enrolled in these 4 colleges.

RECOMMENDED LEGISLATION

The Minnesota Peace Officer Training Board regards legislation in two areas as being critical for law enforcement training. These are the establishment of a law enforcement training academy and resource center, and a surcharge on fines to provide funds to be used for reimbursement to local units of government to assist them with the costs of sending their officers to basic training. These two bills were considered by the legislature during the last biennium. The bills were not enacted, however, nor were bills passed to end the exemption of communities of less than 1,000 population from the requirement of basic training for their officers, or to allow the training of college students who have completed 1,000 hours of instruction in law enforcement. Legislation was enacted to permit the Attorney General to mandate minimum selection standards for peace officers, and the legislature appropriated \$600,000 for reimbursement during the coming biennium.

Training Facility. There is an urgent need to provide for a training facility for law enforcement in Minnesota, as has already been done in several states. The legislation which was proposed to create such a facility also provided for a users' board to manage the use of the facility and to review budget and curriculum. The bill was amended to give the board extensive powers over course content, however, with the result that the bill as amended was opposed both by the law enforcement community and the organization of Minnesota county attorneys. This opposition was expressed during several legislative hearings. Representatives of law enforcement feel strongly that curriculum for law enforcement training should be determined by those who have worked in this field and know the problems involved.

Surcharge on Fines. This legislation received favorable hearings in the House of Representatives, but it died in the Judiciary Committee of the Senate. We estimate that at least \$831,000 could be raised by levying a surcharge of 10 percent on fines assessed for felonies and misdemeanors. The Training Board could then increase its reimbursement to local units of government from its present level of \$800 to \$850 per officer trained to a minimum of \$1,000 per officer trained. It now costs at least \$2,000 in salaries and expenses for an officer to be trained in our present 8-week basic course.

Training of All Officers. The Minnesota Peace Officer Training Board has also sought legislation to require every peace officer, regardless of the size of the community that he serves, to complete the basic training. The Minnesota legislature in 1974 considered legislation which would have ended the exemption of communities of less than 1,000 population from this requirement. It is the position of the Board that every citizen is entitled to the best law enforcement officers possible. It is as necessary to have well-trained officers in communities of less than 1,000 population as it is to have them in communities of more than 1,000 population.

Training of College Students. Legislation has already been enacted to permit students enrolled in law enforcement courses at area vocational schools to attend the basic course of the Bureau of Criminal Apprehension. Students who have completed 2 years of law enforcement courses at the community colleges cannot equate their credits to the 1,500 hours specified in the law. They are therefore not allowed to enroll in the B.C.A. basic course. If this discriminatory situation is not ended, community colleges could end their law enforcement programs.

RECOMMENDATIONS

The Minnesota Peace Officer Training Board concurs in the recommendations of the National Advisory Commission on Criminal Justice Standards and Goals, as expressed in its 1973 publication *Police*. The Board would like to work toward all of the following goals in peace officer training:

1. There should be a minimum of 400 hours of basic training for every officer in the State of Minnesota. This goal is not feasible without a law enforcement training facility, however, because of the great difficulty involved in scheduling 10 weeks of training in sites located throughout the state.
2. Every officer in the state should be required to have 1 week of refresher training at least every other year so that he can be made aware of new technology, changes in the laws, and Supreme Court rulings which may affect him in his work.
3. Specialized training programs should be available for those officers who need them, such as civil process for deputy sheriffs, and training in community relations should be given particularly to officers in the metropolitan area. Most police administrators in the metropolitan area agree that 8 weeks of basic training is not enough and that perhaps 2 or more weeks of specialized training would be of some assistance to them until a 10-week basic course can be given.
4. Personnel testing should be provided through the Minnesota Department of Personnel to create a statewide eligibility list of peace officers. Such a testing program could begin with the testing of students who have completed 2 or more years of a college course in law enforcement and are seeking enrollment in the basic training course conducted by the Bureau of Criminal Apprehension. Passing such a test could be made a condition of acceptance into the basic course.
5. There is a need for a training facility, for legislation to provide a surcharge on fines so that we can provide greater assistance to local units of government, and for basic training of all officers, including those serving communities of less than 1,000 population. These goals, which require legislative action, are discussed in the previous section of this report, Recommended Legislation.

The Minnesota Peace Officer Training Board urges the adoption of these recommendations and enactment of legislation where such action is required. It is the feeling of this Board that all these proposals are necessary steps in the upgrading of law enforcement in Minnesota.

EXCERPTS FROM POLICE

(RECOMMENDATIONS OF THE NATIONAL ADVISORY COMMISSION ON CRIMINAL JUSTICE STANDARDS AND GOALS)

Standard 13.1

General Police Recruiting

Every police agency should insure the availability of qualified applicants to fill police officer vacancies by aggressively recruiting applicants when qualified candidates are not readily available.

1. The police agency should administer its own recruitment program.
 - a. The agency should assign to specialized recruitment activities employees who are thoroughly familiar with the policies and procedures of the agency and with the ideals and practices of professional law enforcement;
 - b. Agencies without the expertise to recruit police applicants successfully should seek expertise from the central personnel agency at the appropriate level of State or local government, or form cooperative personnel systems with other police agencies that are likely to benefit from such association: every police agency, however, should retain administrative control of its recruitment activities.
2. The police agency should direct recruitment exclusively toward attracting the best qualified candidates. In so doing it:
 - a. Should make college-educated applicants the primary targets of all recruitment efforts.
 - b. Should concentrate recruitment resources according to the agency's need for personnel from varied ethnic backgrounds.
3. Residency should be eliminated as a preemployment requirement.
4. The police agency should provide application and testing procedures at decentralized locations in order to facilitate the applicant's access to the selection process.
 - a. The initial application form should be a short, simple record of the minimum information necessary to initiate the selection process.
5. The police agency should allow for the completion of minor routine requirements, such as obtaining a valid driver's license, after the initial application but before employment.
6. The police agency, through various incentives, should involve all agency personnel in the recruitment and selection process.
7. The police agency should seek professional assistance--such as that available in advertising, media, and public relations firms--to research and develop increasingly effective recruitment methods.
8. The police agency should evaluate the effectiveness of all recruitment methods continually so that successful methods may be emphasized and unsuccessful ones discarded.

Standard 16.3

Preparatory Training

Every police agency should take immediate steps to provide training for every police employee prior to his first assignment within the agency, prior to his assignment to any specialized function requiring additional training, and prior to his promotion. In States where preparatory training is currently mandated by State law, every police agency should provide all such training by 1975; in all other States, every agency should provide all such training by 1978.

1. Every State should require that every sworn police employee satisfactorily complete a minimum of 400 hours of basic police training. In addition to traditional basic police subjects, this training should include:
 - a. Instruction in law, psychology, and sociology, specifically related to interpersonal communication, the police role, and the community the police employee will serve;
 - b. Assigned activities away from the training academy to enable the employee to gain specific insight in the community, criminal justice system, and local government;
 - c. Remedial training for individuals who are deficient in their training performance but who, in the opinion of the training staff and employing agency, demonstrate potential for satisfactory performance; and
 - d. Additional training by the employing agency in its policies and procedures, if basic police training is not administered by that agency.

2. During the first year of employment with a police agency, and in addition to the minimum basic police training, every police agency should provide full-time sworn police employees with additional formal training, coached field training, and supervised field experience through methods that include at least:
 - a. A minimum of 4 months of field training with a sworn police employee who has been certified as a training coach;
 - b. Rotation in field assignments to expose the employee to varying operational and community experiences;
 - c. Documentation of employee performance in specific field experience to assist in evaluating the employee and to provide feedback on training program effectiveness;
 - d. Self-paced training material, such as correspondence courses, to assist the employee in acquiring additional job knowledge and in preparing for subsequent formal training;
 - e. Periodic meetings between the coach, the employee, and the training academy staff to identify additional training needs and to provide feedback on training program effectiveness; and
 - f. A minimum of weeks' additional training at the training academy 6 months after completion of basic training and again after 1 year's employment in field duties.
3. Every police agency should provide every unsworn police employee with sufficient training to enable him to perform satisfactorily his specific assignment and to provide him with a general knowledge of the police role and the organization of the police agency.
4. Every police agency should provide every police employee newly assigned to a specialized task the specific training he needs to enable him to perform the task acceptably.
5. Every police agency should provide sufficient training to enable every newly promoted employee to perform the intended assignment satisfactorily.

Standard 16.1

State Legislation and Fiscal Assistance for Police Training

Every State, by 1975, should enact legislation establishing mandatory minimum basic training for police, a representative body to develop and administer training standards and programs for police, and financial support for mandated training on a continuing basis to provide the public with a common quality of protection and service from police employees throughout the State. By 1978, every State should certify all sworn police employees.

1. Every State should enact legislation that mandates minimum basic training for every sworn police employee prior to the exercise of authority of his position.
2. Every State should enact legislation establishing a State commission to develop and administer State standards for the training of police personnel. The majority of this commission should be composed of representatives of local law enforcement agencies. Other members should be from the criminal justice system, local government, and criminal justice education and training centers. The State should provide sufficient funds to enable this commission to meet periodically and to employ a full-time staff large enough to carry out the basic duties of the commission. In addition to any other duties deemed necessary, this commission should:
 - a. Develop minimum curriculum requirements for mandated training for police;
 - b. Certify police training centers and institutions that provide training that meets the requirements of the State's police training standards;
 - c. Establish minimum police instructor qualifications and certify individuals to act as police instructors;
 - d. Inspect and evaluate all police training programs to insure compliance with the State's police training standards;
 - e. Provide a consulting service for police training and education centers; and
 - f. Administer the financial support for police training and education.
3. Every State should reimburse every police agency 100 percent of the salary or provide appropriate State financed incentives for every police employee's satisfactory completion of any State mandated and approved police training program.
4. Every State, through the police training body, should, by 1978, certify as qualified to exercise police authority every sworn police employee who satisfactorily completes the State basic police training and meets other entrance requirements.

REIMBURSEMENT, FISCAL YEARS 1973 AND 1974

Reimbursement for fiscal year 1973 was \$803.50 for each officer who completed the basic training course, and in 1974 it was \$850.00 per officer trained. Local units of government in Minnesota were reimbursed as follows:

Local Unit of Government	1973	1974	Local Unit of Government	1973	1974
Aitkin County	\$ 803.50	\$ 0	Wadena County	\$ 803.50	\$ 0
Anoka County	4,017.50	5,950.00	Waseca County	803.50	2,550.00
Beltrami County	803.50	850.00	Washington County	803.50	1,700.00
Benton County	0	850.00	Wright County	803.50	5,950.00
Big Stone County	0	850.00			
Blue Earth County	0	3,400.00			
Brown County	1,607.00	1,700.00	Ada	803.50	850.00
Carlton County	1,607.00	850.00	Adrian	0	850.00
Carver County	2,410.50	2,550.00	Aitkin	803.50	0
Chippewa County	803.50	850.00	Albany	0	850.00
Chisago County	0	1,700.00	Albert Lea	1,607.00	2,550.00
Clay County	803.50	850.00	Alexandria	1,607.00	0
Clearwater County	2,410.50	0	Anoka	1,607.00	2,550.00
Cook County	803.50	850.00	Apple Valley	1,607.00	0
Dodge County	803.50	0	Appleton	803.50	0
Douglas County	0	850.00	Arden Hills	803.50	850.00
Freeborn County	1,607.00	850.00	Argyle	803.50	0
Goodhue County	0	850.00	Badger	803.50	0
Hennepin County	5,624.50	2,550.00	Balaton	803.50	0
Hennepin County Park			Baxter	803.50	0
Reserve District	9,642.00	2,550.00	Bayport	0	850.00
Houston County	803.50	850.00	Bemidji	3,214.00	1,700.00
Isanti County	0	850.00	Benson	803.50	0
Itasca County	0	6,800.00	Big Lake	1,607.00	0
Jackson County	0	850.00	Blaine	0	2,550.00
Kanabec County	0	850.00	Blooming Prairie	0	850.00
Kandiyohi County	0	850.00	Bloomington	4,017.50	0
Koochiching County	803.50	850.00	Braham	803.50	850.00
Lake County	0	1,700.00	Brainerd	0	850.00
Le Sueur County	803.50	850.00	Brooklyn Center	3,214.00	1,700.00
Lincoln County	803.50	850.00	Browerville	0	850.00
Lyon County	1,607.00	1,700.00	Buffalo	0	850.00
Marshall County	803.50	850.00	Burnsville	3,214.00	8,500.00
Martin County	803.50	850.00	Butterfield	0	850.00
McLeod County	0	850.00	Caledonia	0	850.00
Meeker County	0	850.00	Callaway	0	850.00
Mille Lacs County	803.50	0	Cambridge	1,607.00	0
Morrison County	803.50	850.00	Cannon Falls	0	850.00
Mower County	1,607.00	0	Cass Lake	803.50	0
Nicollet County	0	850.00	Champlin	803.50	850.00
Nobles County	0	850.00	Chaska	803.50	850.00
Olmsted County	803.50	850.00	Chisago City	803.50	0
Otter Tail County	3,214.00	0	Chisholm	1,607.00	4,250.00
Pennington County	0	371.00	Clara City	803.50	0
Pipestone County	803.50	850.00	Claremont	803.50	0
Polk County	1,607.00	0	Clarissa	0	850.00
Pope County	803.50	0	Clearbrook	803.50	0
Ramsey County	2,410.50	5,100.00	Cold Spring	0	850.00
Red Lake County	0	3,400.00	Columbia Heights	1,607.00	0
Redwood County	803.50	0	Coon Rapids	2,410.50	2,250.00
Rice County	0	1,700.00	Corcoran	803.50	0
Rock County	0	850.00	Cottage Grove	803.50	0
St. Louis County	3,214.00	3,400.00	Crookston	0	850.00
Scott County	803.50	850.00	Crosby	1,607.00	0
Sherburne County	1,607.00	2,550.00	Cross Lake	0	850.00
Sibley County	1,607.00	850.00	Dassel	0	850.00
Stearns County	803.50	850.00	Dayton	803.50	0
Steele County	0	850.00	Deephaven	1,607.00	2,250.00
Stevens County	803.50	0	Dellwood	803.50	0
Todd County	2,410.50	850.00	Detroit Lakes	803.50	0
Wabasha County	803.50	0	Dilworth	803.50	850.00

Local Unit of Government	1973	1974	Local Unit of Government	1973	1974
Dodge Center	\$ 0	\$ 850.00	Motley	\$ 803.50	\$ 0
Duluth	0	5,100.00	Mound	0	2,550.00
Eagan	0	850.00	Mounds View	0	850.00
Eagle Bend	0	850.00	Mountain Iron	803.50	850.00
Eagle Lake	0	850.00	Nashwauk	803.50	850.00
East Grand Forks	1,607.00	0	New Brighton	1,607.00	0
Edina	1,607.00	6,800.00	New Hope	1,607.00	850.00
Ely	0	850.00	New Prague	0	850.00
Eveleth	0	3,400.00	New Richland	803.50	0
Fairmont	0	850.00	Newfolden	0	850.00
Faribault	2,410.00	0	Newport	803.50	0
Fergus Falls	0	1,700.00	Nisswa	803.50	1,700.00
Fertile	803.50	0	North Menkato	0	850.00
Floodwood	0	1,700.00	North St. Paul	1,607.00	1,700.00
Foley	0	850.00	Northfield	0	1,700.00
Forest Lake	0	850.00	Oakdale	803.50	850.00
Fridley	4,017.50	1,700.00	Orono	803.50	0
Gaylord	803.50	0	Ortonville	1,607.00	850.00
Glencoe	0	850.00	Osseo	803.50	850.00
Glennville	803.50	0	Owatonna	2,410.50	1,700.00
Glennwood	803.50	0	Park Rapids	0	850.00
Golden Valley	1,607.00	2,550.00	Paynesville	803.50	850.00
Grand Rapids	1,607.00	1,700.00	Pelican Rapids	803.50	0
Green Isle	803.50	0	Pierz	803.50	0
Greenbush	803.50	0	Pine River	803.50	0
Hanska	0	850.00	Pipestone	1,607.00	0
Hastings	803.50	850.00	Plymouth	1,607.00	4,250.00
Hibbing	1,607.00	0	Preston	803.50	0
Hopkins	803.50	3,400.00	Princeton	803.50	0
Hoyt Lakes	0	850.00	Prior Lake	1,607.00	850.00
Hugo	0	850.00	Proctor	803.50	850.00
Hutchinson	803.50	0	Red Wing	1,607.00	1,700.00
International Falls	0	850.00	Redwood Falls	803.50	0
Inver Grove Heights	2,410.50	0	Remer	0	850.00
Isle	803.50	0	Renville	0	850.00
Kasson	0	850.00	Richfield	3,214.00	2,550.00
Kelliher	803.50	0	Robbinsdale	2,410.50	850.00
Lake City	1,607.00	0	Rochester	1,607.00	0
Lake Crystal	0	850.00	Roseville	803.50	2,550.00
Lakeville	0	850.00	Rothsay	0	850.00
Le Sueur	0	850.00	Royalton	803.50	0
Lilydale	0	1,700.00	St. Anthony	803.50	0
Lindstrom	803.50	0	St. Cloud	0	2,550.00
Little Falls	0	850.00	St. James	1,607.00	0
Long Prairie	1,607.00	850.00	St. Louis Park	0	2,550.00
Madison	803.50	0	St. Paul	16,700.00	0
Mahnomen	2,410.50	0	St. Paul Park	803.50	0
Mahtomedi	1,607.00	0	Sartell	0	850.00
Menkato	0	1,700.00	Sauk Centre	0	850.00
Mantorville	0	850.00	Sauk Rapids	803.50	1,700.00
Maple Grove	803.50	0	Savage	0	850.00
Mapleton	0	850.00	Shakopee	803.50	0
Maplewood	3,214.00	850.00	Shelly	803.50	0
Marble	0	850.00	Silver Bay	0	2,550.00
Marshall	1,607.00	1,700.00	Sleepy Eye	2,410.50	0
McIntosh	803.50	0	South Lake Minnetonka	0	0
Melrose	803.50	0	Public Safety Department	803.50	0
Minneapolis	28,928.00	21,250.00	Spring Lake Park	803.50	850.00
Minneapolis Park Board	803.50	2,550.00	Springfield	803.50	850.00
Minnetonka	803.50	0	Staples	803.50	850.00
Minnetonka	5,624.50	4,250.00	Starbuck	0	850.00
Montevideo	803.50	850.00	Stephen	0	850.00
Montgomery	0	850.00	Stewart	0	850.00
Moorhead	2,410.50	0	Stillwater	803.50	0
Morris	0	850.00	Taylor's Falls	803.50	0
Morristown	0	850.00	Thief River Falls	0	1,700.00

Local Unit of Government	1973	1974	Local Unit of Government	1973	1974
Tracy	\$ 803.50	\$ 0	White Bear Lake	\$ 803.50	\$ 0
Tyler	803.50	0	Willmar	0	2,550.00
Verndale	803.50	0	Windom	803.50	850.00
Virginia	0	850.00	Winona	2,410.50	850.00
Waite Park	0	850.00	Winsted	803.50	0
Waterville	0	850.00	Winthrop	0	850.00
Waubun	803.50	0	Woodbury	0	850.00
Wells	803.50	0	Worthington	803.50	1,700.00
West Concord	803.50	0	Zimmerman	803.50	0