

To: **Public Safety Committee**
Through: **Ryan Schroeder, City Manager**
From: **Brian Sturgeon, Chief of Police**
Date: **August 12, 2020**

Minnesota Police Reform Legislation

BACKGROUND INFORMATION:

On July 21, 2020 the Minnesota legislature passed a police reform bill that will have some impact on operations within our department. The reform bill is in your packet and below are highlights of the bill and the impact to the department.

Peer Counseling and Critical Incident Stress Management:

West St Paul started a peer counseling program last summer in which two officers were specifically trained in criminal justice peer counseling. We are working on partnering with South St Paul to allow peer counselors from each city to provide support to our organizations. This will provide an opportunity for an individual from West St Paul to talk with a peer counselor from South St Paul and vice versa.

After a critical incident we bring in peer counselors from Metro CISM (Critical Incident Stress Management) Team to conduct a stress debrief. The Metro CISM Team provides free trained peer support to emergency responders for healthier lives. We come together not as police officers, but all first responders which include South Metro Fire, Fairview / Health East Paramedics, and Dakota Communication Center dispatchers.

Additionally, we provide mental health checkups for all employees twice per year with Ellie Family Services. They have counselors and therapists that are specifically trained in addressing the needs of first responders.

Employees also have the opportunity to seek assistance through the city's employee assistance program which is operated by Sand Creek. This service provides for four counseling sessions free of charge to any city employee. Ellie Family Services is a member of Sand Creek as well, and both accept our current insurance carrier if additional sessions are needed.

The language in the legislation has created no operational changes. We already follow the regulations.

Independent Use of Force Investigations Unit:

No changes to operations. Our policy is to have the BCA conduct all investigations regarding the use of force by a police officer that results in great bodily harm or death to another.

Residency Incentives:

This will be a city decision whether to offer incentives to encourage a person hired as a police officer to live within the community.

Use of Force Reporting:

This is partially in response to potential federal regulations that may be coming through federal legislation. We already are required to report to the BCA anytime an officer uses force resulting in great bodily harm or death. The monthly required reporting will mean we have to file a report each month even when we do not use reportable force. Prior to this legislation reporting was required to be completed on an annual basis.

Use of Force:

Legislation restricts the use of choke holds and Carotid neck restraints. Our policy already does not allow these tactics unless authorized under the deadly force statute.

The legislation also restricts securing a person's limbs together behind their back which is also known as hog-tying. We have not done this for some time and our policy and training content will be changed to specifically restrict this action.

Warrior-Style Training Prohibited:

We have not authorized, provided or attended this type of training for several years now.

Police Officer Data:

It appears we will be providing data to the POST board in real time regarding complaints made against officers and the dispositions of those complaints. We will be directed by the POST Board on the process for this notification. We are already required to provide annually, summary data regarding complaints.

Licensing Sanctions:

The POST Board already conducts audits of training records to ensure compliance of various regulations. This now allows the POST Board to conduct audits based upon a complaint. The POST Board already has the authority to suspend or revoke a CLEO's license for failure to maintain training records, complete training mandates, and this solidifies the ability for the POST Board to do these actions.

Training in Crisis Response, Conflict Management, and Cultural Diversity:

This training is already required but the legislation appears to increase the length of training and mandate scenario based training in the course content. This will add two or three days of additional training for our officers every three years and additional costs. Training in this area must be conducted by POST Board vetted vendors and the specific course content must be approved.

We must keep records related to these courses to include documenting the training provider, content of the training including scenario based training, completed evaluations and explanation of expenditure of funds. This will take some additional staff time. Both the POST Board and our department must maintain the same records.

Autism Training:

We already provide this type of training.

Duty to Intercede and Report:

This is already a departmental requirement / mandate.

Peace Officer Grievance Arbitration Selection Process:

No changes to our operations.

POST Board:

The POST Board is embarking on a process of organizational change to including a comprehensive review of their processes and authority. Additionally, legislation has added two members to the POST Board and implemented an Ensuring Police Excellence and Improving Community Relations Advisory Council to the Post Board. No doubt future mandates and modified or additional administrative work practices will be forthcoming from the POST Board.

FISCAL IMPACT:

		Amount
Fund:	101	TBD
Department:	42100	
Account:	40310	

STAFF RECOMMENDATION:

Provided as information.