



Board of Peace Officer Standards and Training

# Preliminary Response to Public Comments

In the Matter of Proposed Amendments to Minnesota Rule Chapter 6700  
Governing the Education and Licensing of Peace Officers  
Revisor's ID Number 4641; OAH docket number 8-9007-38401

September 28, 2022

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## Acronyms

BCA.....	Bureau of Criminal Apprehension
CUAPB.....	Communities United Against Police Brutality
HCSDA.....	Hennepin County Sheriffs Deputies Association
LELS .....	Law Enforcement Labor Services
LMC.....	League of Minnesota Cities
MPPOA.....	Minnesota Police and Peace Officers Association
MSA .....	Minnesota Sheriffs Association
NAMI MN.....	National Alliance on Mental Illness - Minnesota
POFM.....	Police Officers Federation of Minneapolis
Teamsters.....	Minnesota Teamsters Public and Law Enforcement Employee’s Union, Local 320

POST Board Preliminary Response to Public Comments on  
Proposed Amendments to Rules  
Governing the Education and Licensing of Law Enforcement Officers  
OAH Docket # 8-9007-38401

## Preliminary Response to Comments

This document represents the POST Board’s preliminary response to the comments received during the comment period which ended on July 20, 2022. The Board will respond to comments received after July 20, 2022 in future responses.

The Board of Peace Officer Standards and Training (Board) received comments from 1,667 individuals and organizations by the deadline of July 20, 2022, including 516 valid requests for a hearing. The majority of the comments addressed multiple topics, with many showing both support and opposition to certain rule provisions. All comments are located on the Board’s [website](#)<sup>1</sup> and filed alphabetically by first name or first word.

A number of comments focused on one of seven major topics that encompassed multiple rule citations. These topics are Brady-Giglio, Discriminatory Conduct, Hate Groups, Statutory Authority, Citizenship, Due Process, and PELRA and Collective Bargaining Agreements. Comments related to those areas are grouped under the topic. Comments related to specific rule areas are organized according to the relevant rule citation.

## BRADY-GIGLIO

Brady-Giglio is referenced in three rule sections:

- 6700.0670 Background Investigations, subpart 1(D)
- 6700.0670 Background Investigations, subpart 2(A)(13)
- 6700.1600 Standards of Conduct, subpart 1(B)
- 6700.1600 Standards of Conduct, subpart 1(H)

**Concerns related to Brady-Giglio included that the term “Brady-Giglio impairment” is undefined, overbroad, and vague; and that no statewide standard exists – 259 Comments** (*Minnesota County Attorneys Association, Minnesota Sheriff’s Association, Minnesota Teamsters Public and Law Enforcement Employees’ Union, Local 320, Law Enforcement Labor Services, Minnesota Police and Peace Officers Association, League of Minnesota Cities, Minnesota Chiefs of Police Association and others*)  
– see Appendix A, Item 1 for the complete list of commenters

Many commenters generally supported these rules but others, including Minnesota County Attorneys Association (“MCAA”), Minnesota Sheriffs Association, Minnesota Teamsters Public and Law Enforcement Employees’ Union, Local 320 (“Teamsters”), Law Enforcement Labor Services and Minnesota Police and Peace Officers Association (“MPPOA”), and League of Minnesota Cities (LMC), argued that the term

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<sup>1</sup> <https://dps.mn.gov/entity/post/Pages/statute-rules.aspx>

“Brady-Giglio impairment” is undefined, overbroad, and vague.<sup>2</sup> These concerns are addressed with the proposed rule revisions, which define a *Brady-Giglio* violation and strike the word “impairment.” The proposed revision incorporates the recommendation in the comment submitted by MCAA. The proposed *Brady-Giglio* language is limited in Rule 6700.1600, subpart 1(B), because the other standards of conduct sufficiently address a *Brady-Giglio* violation.

The Statement of Need and Reasonableness (“SONAR”) more thoroughly addresses the importance of these proposed rules and explains why they are reasonable and necessary to instill public confidence in officers by preserving judicial integrity.

## DISCRIMINATORY CONDUCT

The proposed rules reference discriminatory conduct in four rule parts:

- 6700.0100 Definitions, Subp. 26
- 6700.0670 Background Investigations, Subp. 2(A)(5)
- 6700.0675 Psychological Screening (A)(3)
- 6700.0700 Minimum Selection Standards, Subp. 1(G)
- 6700.1600 Standards of Conduct, Subp. 1(G)

**Concern that the term “discriminatory conduct” is vague, doesn’t define “pattern of conduct” or “egregious”, or includes church membership – 256 comments** (*True North Legal, MSA, MPPOA, MCPA, Teamsters, LMC, and others*) – see Appendix A, Item 3 for the complete list of commenters

MSA, MPPOA, True North Legal, and other commenters objected that the term “discriminatory conduct” is unreasonably vague and overbroad as it does not define “pattern of conduct,” “single egregious act,” or “behavior indicative” of discriminatory conduct. These concerns are addressed with the proposed rule revisions, which clarify that the terms are based on an objective reasonable person standard and strike the word “indicative.”

MPPOA argued that there is no rational basis for why discriminatory conduct would affect an officer’s ability to be fair and impartial. The SONAR, however, provides a detailed account of the concerning effects of bias and why it is reasonable and necessary for an officer to be able to serve the community in an impartial manner.

For psychological screening, some commenters, including MCPA, MPPOA, MSA, Teamsters, True North Legal, and LMC, argued that a “predisposition” for discriminatory conduct is an unreasonably vague standard that cannot be evaluated. The proposed rule revisions address this concern by clarifying that by definition, “discriminatory conduct” is a condition that might adversely affect the performance of the duties as a peace officer and must be addressed in the psychologist’s written report.

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<sup>2</sup> MCAA opposed inquiry to prosecuting authority as part of a background check because their *Brady-Giglio* lists are privileged, but the rule does not compel the prosecuting authority to disclose information.

True North Legal, Minnesota Sheriffs Association, MPPOA and other commenters also argued that these rules unduly infringe on the rights to free speech, freedom of association, and freedom of religion. The amended definition clarifies that discriminatory conduct is limited to conduct which would lead an objectively reasonable person to doubt the actor's ability to perform the duties of a peace officer. This clarification serves as a safeguard for first amendment rights and the government can restrict off-duty speech of an employee when their speech would disrupt the work of law enforcement or when the restriction is incidental to speech.

Some commenters were concerned that association with a religious institution or church that practices permissible discrimination within the religious activities would mean that an officer was engaging in discriminatory conduct. The proposed rule modification clarifies that membership in a religious organization as a practice of religion is not discriminatory conduct.

**Concern that officers discriminatory conduct isn't defined and therefore compliance by officers is impossible— 24 comments** (*Michael McDougall, Daniel Pelkey, Angie Ischert, Henry Trunk, Matt Nelson, Melissa Pfaff, David Skadson, Matt Wohlenhaus, Manuel Matos, Pat Lyttle, Andrew Klein, David Fritzke, Cody Haakonson, Chris Lundberg, Samuel Heffernan, Seth Bailey, Russell Platz, Jayd Soderholm, Shannon McCafferty, Georgia Gates, B. Johnson, Scott Johnson, Alex Kendrick, Rachel Johnson*)

The term “discriminatory conduct” is defined in rule part 6700.0100 Subp. 26. Officers have received training in bias crimes in the Professional Peace Officer Education Programs since 1989 and are required to distinguish bias crimes from other crimes and report on bias crimes. Chief Law Enforcement Officers are required by statute to inform their officers of the bias crime reporting obligation and the availability of course materials as well as continuing education courses on the topic (Minnesota Statutes, 626.8451). More recently, the legislation requires training every license cycle in implicit bias, although there are currently officers who may not yet have completed the training.

Additionally, every law enforcement agency has a required policy addressing [Professional Conduct](#)<sup>3</sup>. Principle Three of the policy is “Peace officers shall perform their duties and apply the law impartially and without prejudice or discrimination.”

Principle Four of the policy is “Peace officers shall not, whether on or off duty, exhibit any conduct which discredits themselves or their agency or otherwise impairs their ability or that of other officers or the agency to provide law enforcement services to the community.” The policy goes on to state “Peace officers shall not allow their law enforcement decisions to be influenced by race, color, creed, religion, national origin, gender, marital status, or status with regard to public assistance, disability, sexual orientation or age.”

Officers who are unable to discern whether they are practicing discriminatory conduct or violating the proposed rules and their agency's Professional Conduct policy are advised to seek additional training and education on bias crimes, implicit bias, and bias-free policing.

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<sup>3</sup> <https://dps.mn.gov/entity/post/model-policies-learning-objectives/Pages/default.aspx>

## HATE GROUPS

White Supremacy, Hate or Extremist Groups, and Criminal Gangs (Hate Groups) are referenced in three rule sections:

- 6700.0670 Background Investigations, Subp 2 (A)(1)
- 6700.0700 Minimum Selection Requirements, Subp. 1(H)
- 6700.1600 Standards of Conduct, Subp. 1(H)

**Support for addressing hate group participation in applicants and licensed law enforcement officers – 1088 comments** – *AFL-CIO, NAMI MN, Center for Victims of Torture, Communities United Against Police Brutality, The Advocates for Human Rights, Council for Minnesotans of African Heritage and others - see Appendix A, Item 4 for list of commenter supporting proposed rules on hate groups.*

**Concerns that hate group provisions in rule infringe on applicants’ and licensees’ rights – 4 comments** (*LMC, MSA, MCPOA, True North Legal*)

Commenters, including LMC, MSA, and True North Legal, argue that the terms “white supremacist,” and “extremist or hate group” are unconstitutionally overbroad and vague and infringe on an applicants’ and licensees’ rights to privacy, free speech, religion, association, due process,<sup>4</sup> and protection against self-incrimination. The Board is proposing modifications that cross-reference the explanatory definitions in Rule 6700.1600, subparts 1(H)-(I), to address the over breadth and vagueness challenges. Further, eliminating the word “derogatory” addresses constitutional concerns because promoting harm, violence, or seditious activity may not be protected speech and generally is not something condoned by religious organizations.

These commenters also suggested that the terms “undermining or jeopardizing public trust” and “appearance of impropriety” are vague and overbroad. Because the qualifier “by supporting, advocating, participating...” applies to these terms, this challenge is unfounded. The SONAR adequately explains why supporting, advocating, or participating in a hate group undermines public trust. The proposed rule revisions add the phrase “as demonstrated by its official statements or principles, the statements of its leaders, or its activities” to further clarify the qualifying phrase and alleviate over breadth or vagueness concerns.

**Support/Concern for Hate Group Participation as a Standard but Concerns with Specifically Identifying White Supremacy – 33 Comments** (*Ezra Moore, Tim Knellworth, Art Vinson, John Engle, MJ Martin, Lacey Neumann, Joseph Mattinen, Kevin Krause, Stephen Johnson, Bruce Peterson, Stephen Sturm, Julie Pulkrabet, Derrick Nagorski, Jeremiah Carlson, Joe Axness, Joe Sundgaard, Scott Prins, Chris Purdue, Jared Kuyper, Nicholas Klehr, Noah Ulmaniec, Charles O'Donnell, Joshua Marshall, Stephen Sturm, Steven Reese, Timothy Bohn, Michael Strelow, Dane Mosman, Craig Hendrickson, David Titus, Nick Schipp, Tony Harris, Tina Kill*)

The Board’s reasoning for specifically identifying white supremacist hate groups while including all hate groups is discussed at length in the SONAR.

[SONAR pg. 36, pg. 39]

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<sup>4</sup> Minnesota Statutes section 214.10, subdivision 11, provides for the due process afforded during the disciplinary process.



**Support for Hate group participation as inappropriate for officers but rule should list extremist groups or use FBI list - 55 comments** (*Mackenzie Smith, Kenny Olson, Brad Nestegard, Cassie Redmond, Joseph Flavin, Benjamin Seidl, Joel Blahnik, Paul Hill, Keith Waaraniemi, Fred Vargas, Brooke Trabant, Brian Smith(Rochester), Darin McDonald, Greg Barr, Jessica Schlieman, Christopher Weber, Kathryn Casenhiser, Mitchell Swanson, Paul Osowski, Robb Fehrman, Patrick Blake, Robert Brotzel, Andrew Bradley, Joseph Mattinen, Jared Pankratz, Roman Hagen, Nancy Carlson, Marcus Benner, Brandon Winters, Devinn Metz, Amy Patsy, Tristan Severson, Anders Seeland, Neil Anderson, Madyson Erdelac, Michele Clements, Tim Gannon, Jason Warnygora, John Compton, Brooke Baker, Jason Wesely, Jason Amundson, Chris Allen, Anna Cicone, Robert Richardson, Sam Schuweiler, Christian McCarty, Dave Thompson, Jeff Gunther, Jeff Albers, Jeff Elasky, Joel Pogatchnik, Tina Kill, Kevin Tapper, Kevin Day*)

As noted in the SONAR, the Board did not list specific hate groups in the rule because the list would be rapidly outdated, and instead chose to identify the criteria (see rule part 6700.1600, Subp. 1 (H)) used to determine whether a group is a hate group. Also noted in the SONAR is the lack of any publicly distributed list of hate groups from the FBI.

[SONAR pg. 38]

**Concern churches could meet current criteria for hate groups - 60 comments** (*MCPA, Gerald Suihkonen, Andrew Bradley, Joseph Mattinen, Robert Brotzel, Jared Pankratz, Roman Hagen, Tina Kill, Nancy Carlson, Marcus Benner, Brandon Winters, Devinn Metz, Amy Patsy, Tristan Severson, Anders Seeland, Madyson Erdelac, Michele Clements, Tim Gannon, Jason Wornygora, John Compton, Brooke Baker, Jason Wesely, Jason Amundson, Patrick Blake, Trevor Eder, Manuel Matos, Booker Hodges, Brady Burnside, Brady Juell, Brent Baloun, Casey Jansky, Chad Houde, Correy Farniok, Craig Kreiling, Dave Bentrud, David Ulmen, David Wilske, Ernie Beitel, Jason Borash, Jason Schmitz, Jeff Appel, Jesse Smith, Jim Crace, Jim Exsted, Jim Hughes, Jon Mangseth, Joshua Hanson, Katie McMillin, Lenny Austin, Mark Elliott, Mark Taylor, Michael Harcey, Nicole Mattson, Paul Enga, Paul Schley, Robert Carlson, Rodney Seurer, Todd Schuster, Troy Appel, Wayne Schreiner* )

The Board, as noted above, proposes a modification to eliminate the word “derogatory” in rule part 6700.1600 Subp. 1(H)(1) to address this concern. Promoting harm, violence, or seditious activity generally is not something condoned by religious organizations.

**Support for Hate group language, suggestion to use DHS criteria for hate group – 1 comment** (*Booker Hodges*)

During the rule development process, the Advisory Committee, Rules Committee, and Board reviewed language used by 6 states<sup>5</sup> and Washington, D.C. in restricting law enforcement officer involvement with hate groups, and reviewed various federal definitions and criteria for extremist groups and domestic terrorist groups, including those developed by Department of Homeland Security. The criteria proposed in rule for both identifying a hate group, and for identifying an officer’s support, participation, or advocacy of a hate group are most closely based on the U.S. Department of Defense’s Instruction on “Handling

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<sup>5</sup> Tennessee, Florida, New Jersey, Washington, California, Oregon and Washington, D.C.

Protest, Extremist, and Criminal Gang Activities Among Members of the Armed Forces”<sup>6</sup> updated December 20, 2021.

**Concern rule should use a definition for hate group - 59 comments** (MCPA, Patrick Blake, Robert Brotzel, Andrew Bradley, Joseph Mattinen, Jared Pankratz, Roman Hagen, Nancy Carlson, Marcus Benner, Brandon Winters, Devinn Metz, Amy Patsy, Tristan Severson, Anders Seeland, Neil Anderson, Madyson Erdelac, Michele Clements, Tim Gannon, Jason Warnygora, John Compton, Brooke Baker, Jason Wesely, Jason Amundson, Brian Wicke, Troy Carlson, Booker Hodges, Brady Burnside, Brady Juell, Brent Baloun, Casey Jansky, Chad Houde, Correy Farniok, Craig Kreiling, Dave Benrud, David Ulmen, David Wilske, Ernie Beitel, Jason Borash, Jason Schmitz, Jeff Appel, Jesse Smith, Jim Crace, Jim Exsted, Jim Hughes, Jon Mangseth, Joshua Hanson, Katie McMillin, Lenny Austin, Mark Elliott, Mark Taylor, Michael Harcey, Nicole Mattson, Paul Enga, Paul Schley, Robert Carlson, Rodney Seurer, Todd Schuster, Troy Appel, Wayne Schreiner)

The three criteria that essentially define a hate group are listed in 6700.1600 Subp. 1(H)(1)-(3). A group that meets at least one of the criteria listed in rule is a hate group. The Board **proposes a modification** in the rule to bring greater attention to the criteria.

**Concern that association with the chair of ADF, a hate group recognized by Southern Poverty Law Center, would lead to discipline – 1 comment** (Robert Osburn)

It is unlikely that mere association with the leader of a hate group would establish support, participation, or advocacy for a hate group under the proposed rules, absent any other action such as attending a hate group’s events or actions described in 6700.1600 Subp. 1(I). Prior to any finding by the Board that a Licensee was supporting, advocating, or participating in a white supremacist, hate, or extremist group, the Board’s Complaint Investigation Committee (CIC) would first investigate the allegation and determine if the Licensee’s and group’s conduct fell under the prohibited conduct defined in Rule 1600, Subpart 1 (H) and (I). The Licensee would have an opportunity to rebut any allegations. Designation by another organization, such as the Southern Poverty Law Center, could be persuasive evidence that an organization is a white supremacist, hate, or extremist group, but it would not create a presumption. Should the CIC conclude that there was a violation of the standards of conduct based on a Licensee’s activities with a hate group, the Licensee would have the opportunity for a hearing before an independent administrative law judge to determine whether the CIC could prove the allegations and ultimately, the full Board would hear arguments from both the Licensee and CIC.

## STATUTORY AUTHORITY

**Concern that the Board has no authority to address issues included or discussed in legislation that was not enacted by the legislature, or exceeded “minimum” – 6 comments** (Law Enforcement Labor Services (LELS), Minnesota Police and Peace Officer Association (MPPOA), Hennepin County Sheriff’s Deputies Association (HCSDA), League of Minnesota Cities, Seth Vettleson, Brian Johnson, Paul Novotny)

The League of Minnesota Cities and other commenters argued that language similar to these proposed rules were considered by the state legislature and rejected or not enacted, and the Board has no authority

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<sup>6</sup> DOD Instruction

<https://www.esd.whs.mil/Portals/54/Documents/DD/issuances/dodi/132506p.PDF?ver=IVFsHaG0F1cx3WPD1EO9w%3d%3d>

to circumvent that process. This argument has no merit. The Board is expressly authorized by statute to establish minimum selection standards and standards of conduct.

As required by Minnesota Statutes, section 14.116, the chairs and ranking members of the legislative committees with policy and financial oversight of the Board were provided with the draft rules, the SONAR, and the Dual Notice of Intent. The Board also notified each committee member and provided the same material. The legislature has the power to enact legislation contrary to any administrative rule of any state agency.

## CITIZENSHIP

Citizenship requirements are referenced in two rule parts:

6700.0670 Background Investigations, Subpart 2 (A)(1)

6700.0700 Minimum Selection Requirements, Subp. 1(A)

**Support for allowing licensure for persons eligible to work in the U.S. under federal requirements – 1,022 Comments** (*AFL-CIO, Center for Victims of Torture, CUAPB, Reimagining Public Safety Committee in the Minneapolis League of Women Voters, NAMI MN, Council For Minnesotans of African Heritage, Michele Garnett McKenzie, The Advocates for Human Rights*) – see Appendix A, Item 2 for the complete list of commenters)

**Support and suggestion to use “permanent resident” instead of “eligible to work in the United States under federal requirements” in rule – 1 comment** (League of Minnesota Cities)

The Board appreciates both the support and the suggested language but is not persuaded to abandon its original reasons as identified in the SONAR for rejecting the wording suggested.

[SONAR pg. 22]

**General Concern on citizenship requirements – 3 comments** (*Scot Umlauf, Benjamin Klawitter, Aeiiso Schrage*)

**Concerns that non-citizens are prohibited from carrying firearms – 3 comments** (*MPPOA, LELS, MSA*)

Commenters objected to including non-citizens as eligible peace officer applicants based on a claim that such persons are prohibited from lawfully carrying a firearm in Minnesota. Under Minnesota Statute section 626.843, subdivision 1(11), the Board has the authority to adopt rules that determine the citizenship requirements of peace officers. While Minnesota Statutes section 624.719 prohibits a “nonresident alien” from possessing a firearm, other Minnesota Statutes address non-U.S. citizens possessing firearms. Minnesota Statutes section 624.714, subdivision 2(b)(2), allows a “permanent resident of the United States” to obtain a permit to carry a firearm. The language in the rule is consistent with other state and federal employment laws that generally limit alien employment to those lawfully admitted for permanent residence.

## DUE PROCESS

**Concerns that the proposed rules did not address or provide for due process for officers – 61 comments** (*MPOF, Teamsters, LELS, MPPOA, Mark Reding, Darcy Weinrich, Edward ODonnell, Jeff Lester, Jordan Lund, Caleb*)

*Silgjord, Kendra Wubben, Max Yakovlev, Ryan Pearson, Nicholas Bjorndahl, Nathan Henkemeyer, Dan Miller, Aeiiso Schrage, Justin Janson, Casey Murphy, Stephanie Miner, Troy Edmond, Matthew Wyatt, Tom Danielson, Chris Fjeld, John Bata, Collin Palm, Richard Walker Sr, Caleb Tesdahl, Chris Barber, Alexander Pfaff, Adam Burnside, John Wright, Scott Durdall, Craig Sammon, Michael Pfaff, Jacob LeTourneau, Jason Fitch, Jason Kamerud, Stephen McBride, LisaMarie Lorenzen, Michael Osbeck, Cory Sherman, Joshua Swenson, Leslie Rosedahl, Jarod Cooper, Tanner Weinfurtner, Kurt Indehar, Jeff Madson, Robert Paoli, Jon Collins, Elijah Blakesley, Adam Gunderson, Matthew Lambert, Joshua Xiong, Brandon MacLeod, Tyler Pond , Kelly McMillin, Justin Classon, Tony Harris, William Saw, Jordan Allen)*

Due process rights are not the subject of the rules proposed for amendment and consequently, the proposed rules do not refer to due process. Due process provisions regarding officers who are the subject of Board investigations are found in Minnesota Statutes, section 214.10, Subdivisions 10, 11 and 12.

**Concern that the Board does not have the authority to investigate conduct of officers, or should not investigate– 49 comments** *(LELS, HCSDA, Caleb Silgjord, Jim Mortenson, Amy Patsy, Justin Boughton, Nick Johnson, Brian Wanschura, Tracey Boulton. Brad Stuvland, Jonathan Ellis, Patrick Bryan, Brian Saba, Adam Zapata, Jesse Smith, Robert Hucceby, Cody Blanshan, Jeff Wyckoff, Drew Gifford, Rich Evans, James Roberts, Derek Barrett, Darryl Clements, Dennis Cook, Craig Sammon, Michael Pfaff, Jacob LeTourneau, Jason Fitch, Stephen McBride, LisaMarie Lorenzen, Michael Osbeck, Cory Sherman, Joshua Swenson, Leslie Rosedahl, Jarod Cooper, Tanner Weinfurtner, Kurt Indehar, Jeff Madson, Robert Paoli, Jon Collins, Elijah Blakesley, Adam Gunderson, Matthew Lambert, Joshua Xiong, Brandon MacLeod, Tyler Pond, Scott Rose, Dan Myers, Jordan Allen)*

The Board has the authority to investigate as needed to enforce violations of the statutes or rules the Board is empowered to enforce. Statutory authority to investigate violations and complaints is established in MN. Statute [214.10](#), Subparts 10, 11, 12, and 13. The Board’s Complaint Investigation Committee has been addressing officer violations of standards of conduct for more than thirty years.

## PELRA and COLLECTIVE BARGAINING AGREEMENTS

**Concern that the proposed rules conflict with rights granted to officers under PELRA, and undermine collective bargaining agreements – 49 comments** *(MPPOA, LELS, Ramsey County Deputies Federation, HCSDA, MPOF, Justin Boughton, Nick Johnson, Brian Wanschura, Tracey Boulton. Brad Stuvland, Jonathan Ellis, Patrick Bryan, Brian Saba, Adam Zapata, Jesse Smith, Robert Hucceby, Cody Blanshan, Jeff Wyckoff, Drew Gifford, Rich Evans, James Roberts, Derek Barrett, Darryl Clements, Dennis Cook, Travis Pearson, Troy Carlson, Chun Her, Joseph Stattelman, Amada Johnson, Mike Detloff, Alex Graham, Joe Steffens, Katie Schultz, Ryan McCann, Jacob Ruppert, Marcie Wacker, Aaron Nestrud, Aaron Sprout, Alec Cruz, Robert Hovland, Ryan Wegner, Trent Bachman, Michael Jesierski, Nicholas Johnson, Dan Mack, Detsouk Vixayvong, Jim Storey)*

Teamsters, Police Officers Federation of Minneapolis and other commenters submitted comments objecting to the standards of conduct generally, arguing that the rules add another layer of review, discipline, investigation, and oversight above that already established by law under the Public Employment Labor Relations Act (“PELRA”). These objections, however, appear to conflate the grievance process under PELRA with the Board’s disciplinary authority in a licensing action.

Commenters also argued that the proposed rules conflict with collective bargaining agreements. Here again, it is necessary to distinguish between employment matters and licensing matters. The Board does

not act as an employer when disciplining a licensed officer, and is not a party to the bargaining unit agreements that exist between law enforcement officers and their employer.

The Board is required to adopt rules regarding minimum standards of conduct, and section 626.8432, subdivision 1(a)(3), specifically provides that a violation of the standards of conduct as set forth in rule is grounds for discipline by the Board through revocation, suspension, or denial of a license.

**Concern that the proposed rules circumvent the Peace Officer Discipline and Procedure Act – 1 comment** (Ramsey County Deputies Federation).

The Peace Officer Discipline and Procedures Act (Minnesota Statutes section 626.89) concerns the employment related discipline of peace officers and does not address disciplinary actions of state licensing boards.

## 6700.0670 BACKGROUND INVESTIGATIONS

### Background Investigations - General

**Concern that the Board has no authority to regulate background investigations – 3 comments** (MPPOA, LELS, HCSDA)

The Board has the authority to adopt rules on licensing standards for law enforcement officers and the authority to establish standards for background checks under both under Minnesota Statutes, section 626.843, subd. 1(4) and (13). The background investigation is a primary component of the licensing process, and is essential in the determination of whether a candidate is fit to be licensed as a law enforcement officer. The proposed rule ensures that the each background investigation addresses the areas of investigation to ensure a comprehensive investigation.

The Board is required to conduct and report on annual compliance reviews of law enforcement agencies under Minnesota Statutes, section 626.8459 to identify the agency's compliance or lack of compliance with applicable statutes and rules. With both a statutory requirement under Minnesota Statutes, section 626.87, and a rule requirement to conduct background investigations on every applicant, it is reasonable and needed to establish a standard for a background investigation. Without an established standard to define the elements of a background investigation, the Board has no basis to determine whether the agency is in compliance and whether any sort of investigation was conducted at all.

[SONAR pg. 15]

**Concern that release of criminal history record information must be authorized under the informed consent of the subject of the background investigation – 1 comment** (BCA).

Proposed rule 6700.0670 Subp. 1(A)(5) requires applicants to consent to the release of the background investigation material to the Board.

**Suggestion that all or some of the criteria in permit to carry firearms under state and federal law be included in the rules– 1 comment** (Craig Hendrickson).

The Board appreciates the suggestion. Historically, permit to carry considerations in state and federal law have not governed Minnesota’s license eligibility for law enforcement officers.

**Concern that requiring the law enforcement agency to conduct the background investigation perpetuates an unfunded mandate on local governments – 2 comments** (Richard Hodsdon, Minnesota Sheriffs Association).

Minnesota Statutes section 626.87, Subd.1(a) states: “A law enforcement agency shall conduct a thorough background investigation on an applicant for employment as a licensed peace officer or an applicant for a position leading to employment as a licensed peace officer before the applicant may be employed...” The commenter’s concerns may be better addressed at the legislative level.

### Subp. 1(A) applicants

**Concern that the language in 6700.0670 appears to require the applicant to provide background investigation at the time the applicant applies for a position – 2 comments** (Richard Hodsdon, MSA)

The Board **proposes a modification to the rule text** to clarify that the applicant must provide the required information when the agency initiates the background investigation.

[SONAR pg. 14]

### Subp. 1(A)(3)- list of LEAs applicant applied to in past 6 years

**Support – 1 comment** (Craig Hendrickson)

**Concern that requiring applicants to identify other agencies to which the applicant has applied for positions in the previous 6 years puts a burden on the applicant and is unnecessary – 1 comment** (Benjamin Klawitter).

Law enforcement officers on the Advisory Committee and the Board specifically asserted during discussions in early 2022 that the requirement was not burdensome, and that the resulting information from the disclosure provided a valuable means of crosschecking information provided by the applicant.

[SONAR pg. 14]

### Subp. 1(B) – social media

**Suggestion to require applicants to provide usernames for the review of social media accounts – 1 comment** (Craig Hendrickson)

The Board will consider this suggestion as time permits, noting that including a review of social media is a common practice of law enforcement agencies that conduct thorough background investigations.

**Concern that the requirement for social media disclosures is unconstitutional, infringes on right to privacy, freedom of speech, and freedom of association, or general opposition to the proposed rule – 23 comments** (*Teamsters, Kyle Volrath, Mackenzie Smith, Kenny Olson, Brad Nestegard, Cassie Redmond, Joseph Flavin, Benjamin Seidl, Paul Hill, Keith Waaraniemi, Fred Vargas, Brooke Trabant, Brian Smith (Rochester), Darin McDonald, Greg Barr, Jessica Schlieman, Christopher Weber, Kathrn Casenhiser, Mitchell Swanson, Joel Blahnik, Robert Richardson, Christian McCarty,*

Incorporating a review of an applicant’s social media accounts in required background investigations is a current and established practice in many of Minnesota’s law enforcement agencies, as is the request for the applicant’s consent to review this data. Nothing in the rule prohibit or otherwise restricts speech or association or unduly infringes on the right to privacy. Access to an applicant’s social media information is a necessary and reasonable component of a background check for a law enforcement officer. In applying for licensure, an applicant consents to a rigorous background application necessary to ensure the high standard the public expects of a law enforcement officer.

**Concern that disclosure and review of social media accounts will have a chilling effect, is a political poke in the eye by those that want to defund police – 33 comments** (*True North Legal, Jacob Hagen, Emilio Castro, Garret Leonard, Shannon Boerner, Scott Kostohryz, Andrea Burdick, Genevieve Frye, Joshua Adams, Matthew Kohling, Todd Langevin, Jeffrey Wiborg, Chris Martin, Joe Stradinger, Allie Simonett, Robert Gilmore, Kyle Russell, Malaki Walker, Tony Flerlage, David Rydberg, Ryer Anderson, Thomas Schneider, Darrell Meyer, Stephanie French, Christopher Anderson, Ryan Schipper, Nick Olson, Bert Otto, Andy Lehmkuhl, Dillon Nelson, Nicole Reno, Mitch Fitzgerald, Brad Eisel, Phil Koski, Sean McKnight, Matthew Kolling, Mike Kleber, Mike Passig, Carl Schwanbeck, Chris Thostenson, Corinne Becker, Glenn Norstrem, Griffin Offerdahl, Jason Cotner*)

Incorporating a review of an applicant’s social media accounts in required background investigations is a current and established practice in many of Minnesota’s law enforcement agencies.

[SONAR pg. 15]

**Concern that social media positions can be taken out of context, that political positions must be protected, and that if required, social media should be screened by a special master that would only release information tying the officer to a hate group. – 1 comment** (*Ezra Moore*)

Including a review of social media in background investigations is an established practice in many Minnesotan law enforcement agencies, and addresses multiple areas of interest to the background investigator. The purpose of such a review is not based on the possibility that connections to a hate group would be found. The International Association of Chiefs of Police summarized the reasons to check the social media of applicants<sup>7</sup>: “At its core, the purpose of cybervetting is to ensure that (1) the person being considered is trustworthy, (2) the individual has behaved in a manner consistent with law enforcement mores, and (3) if the person has not behaved in an appropriate manner, his or her future online and offline behavior is likely to become and remain acceptable through training, maturation, and supervision.”

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<sup>7</sup> <https://www.theiacp.org/resources/document/developing-a-cybervetting-strategy-for-law-enforcement>



Agencies determine the relevancy of the data collected during the background investigation, including social media review. The Board asserts a rule requirement for a special master for every background investigation is neither needed nor reasonable.

[SONAR pg. 14-15]

### Subp. 1(C) – information release

**Suggestion to add a rule that “Every law enforcement agency must cooperate with any another law enforcement agency conducting a background investigation under this subpart by making all records available pursuant to a valid consent authorization signed by the candidate.” – 1 Comment (Tim Knellwolf)**

The Board appreciates the suggestion. Minnesota Statutes 626.87 addresses background investigations and requirements for employers to cooperate with backgrounds, but specifically exempts all agencies subject to Minnesota Statutes, chapter 13.

### Subp. 2(A) – requirements for investigation

**Concern that proposed rules will result in increased staffing and resource costs because the majority of local agencies conduct background checks only on new employees – 1 comment (BCA)**

BCA may be using the term “new employee” to mean applicants who are not currently licensed. Agencies are required by Minnesota Statutes section 626.87, Subd.1 (a) to conduct investigations on both licensed applicants and applicants who have not yet been licensed.

**Concern that small agencies will find it difficult to comply with requirement prohibiting the chief law enforcement officer and those involved in the hiring of an officer from involvement in the background investigation – 4 comments (Katie McMillin, Brian Wicke, Benjamin Klawitter, Laura Eastman)**

The proposed rule repeats a statutory requirement of the Minnesota Human Rights Act in Minnesota Statutes, section [363A.08](#), subd. 4(a)(1) which states the chief law enforcement officer or anyone involved in the selection of applicants for law enforcement officers may not conduct the background investigation.

### Subp. 2(A)(2) – criminal history check

**Suggestion to require “MRAP, Sexual Predatory System, Permit to Carry, Permit to Purchase, Department of Corrections, Incarceration Records, Probation records, etc. Department of Human Rights, Department of Human Services and the Department of Health” to provide information on applicants related to disqualifiers” – 1 comment (Craig Hendrickson)**

The Board appreciates the suggestion and notes that law enforcement agencies have the discretion to investigate further than the proposed minimal standards for a background investigation. In recognition of the limited resources of some agencies, particularly smaller law enforcement agencies, the Board is not proposing this modification to the proposed rules.

**Suggestion to replace lines 3.16-3.19 with “criminal history, arrests, and warrant information identified through state and federal systems” – comment (BCA)**



The Board appreciates the suggestion and proposes a rule modification as suggested.

### Subp. 2(A)(3) – driving records

#### **Suggestion to require a full review of all driving violations and accident reports in a background investigation – 1 comment** (*Craig Hendrickson*)

The Board appreciates the suggestion and notes that law enforcement agencies have the discretion to investigate beyond the initial results of a driving records review. In recognition of the limited resources of some agencies, particularly smaller law enforcement agencies, the Board is not proposing this modification to the proposed rules.

### Subp. 2(B) – exceptions to background investigation

#### **Concern about whether the exception to a full background investigation provided for temporary or seasonal positions to be filled by a currently licensed and currently employed officer is warranted – 2 comments** (*MSA, Richard Hodsdon*)

This limited exception does not prevent an agency with sufficient resources from conducting a full background investigation. The proposed exceptions are the result of balancing the benefit of a full investigation against the real-life circumstances of a small agency with limited financial resources and limited staff. Given that investigations can take months, and recognizing that there may be an immediate need to fill a position to maintain minimum staffing levels necessary to maintain public safety, the Board believes the limited exception is both needed and reasonable.

#### **Concern that small rural agencies do not have the luxury of 6700.0670 BACKGROUND INVESTIGATION Subd.2 “The background investigation must be completed no earlier than six months prior to the agency's offer of employment to an applicant.” – 1 comment** (*Jason Berning*)

The Board encourages further comment to identify how the six month requirement could be modified to benefit smaller agencies and comply with Minnesota Statute section 626.87, Subd.1 (a). Because the Board has learned through conversations with officers that there is some confusion about what the six month requirement means, the Board is proposing a modification to the rule to clarify that investigations older than six months must be updated to meet the requirement for a background investigation.

#### **Suggestion to add to 6700.0670, subd. 2 B**

- Add “Unless an applicant is under investigation or serving imposed discipline at the time of the background investigation, an agency may choose to limit the scope of the background

investigation to a criminal history check and a driving records check when:..." 1 comment (*Jeffrey Huettl*)

- Add a review of any previous background investigations and current personnel records as part of the abbreviated investigation. – 1 Comment (*Jason Kamerud*)

The Board is hesitant to impose additional requirements on the limited background investigation proposed in this rule part as doing so undermines the reasons and need for the exception to the full background investigation. Nothing in the rules prevents an agency from additional inquiry and review of currently licensed and employed officers applying for a seasonal or temporary position.

### Subp. 3(A) – reporting disqualifications

**Question** What assistance will the POST board offer to the agency by requiring this notice when we are backgrounding potential employees who are not currently licensed as an officer? How does the notification need to take place and what is the tracking/auditing process for compliance? Why does the POST board need to know the personal information of everyone undergoing a background check? – 1 comment (*Nick Francis*)

Law enforcement agencies are currently required by Minnesota Statutes, section 626.87 and Minnesota Rule 6700.0701 to report on the initiation of a background investigation and required by rule to report when adverse findings are found. The rule part is proposed for repeal because the requirements are moved to the new rule part (6700.0670 Subp. 3) on background investigations. No additional assistance to agencies is anticipated to be needed because agencies currently use the “pointer system” which has been in place for decades. No change in the current notification method (pointer system) is anticipated. The Board welcomes further comment at hearing or submissions to the record during the post-hearing comment period.

Each agency may determine their own method, if any, of tracking the agency’s compliance with any statutory or rule requirements for the agency.

Adverse results of a background investigation on applicants who are not yet licensed will result in a referral to the Board’s Complaint Investigation Committee (CIC), and may result in the removal of their “licensed eligible status”. Adverse results for currently licensed applicants may result in a referral to the (CIC). The Board will notify any current employing agency as the reportable conduct or event may be of concern to the agency. It should be noted that the proposed rule does not require the reporting of *all* investigation results that may cause an agency to decline to employ the applicant. The rule only requires the reporting of matters that would bar the licensure of the applicant, and in the case of currently licensed applicants, the reporting of matters that may be a violation of the standards of conduct.

[SONAR pg. 19]

### Subp. 3(B) - notifying employing agency

**Concern that an officer should be notified if they have a disqualifying offense to allow the officer a chance to respond or investigate the circumstances, as required by fairness, accuracy, and due process. – 41 comments** (*Travis Pearson, Troy Carlson, Chun Her, Joseph Stattelman, Amanda Johnson, Mike Detloff, Alex Graham, Jacob Erickson, Adam Rackow, Jason Ryan, Darin Hill, Ryan Spencer, Jonathan Meece,*

*Travis Steinberg, Joe Steffens, Ryan Magnuson, Robin Roeser, Darrin Helget, Timothy Mohr, Andrew Saunier, Amanda Ley, Marcie Wacker, Jeffrey Nelson, Jessica Knutson, Aaron Nestrud, Alec Cruz, Ryan Wegner, Trent Bachman, Mark Lenzen, Matthew Audette-Hoberg, Nico Wallat, Brian Beokhoff, Daniel Hoover, Darin Hill, Derek Wells, Jeff Brion, Jeremiah Simonson, Jim Gabriel, Joe Price, John Fishbaugher, Joshua Fahey)*

Disqualifying offenses may be the subject of a discussion with the applicant as provided for in proposed rule part 6700.0670 Subp. 2 (10) which requires a personal interview, that “may be used to discuss, among other topics, any arrest or conviction records and any discrepancies or concerns raised in the investigation”. The Board is not persuaded that it is necessary or possible to mandate that the law enforcement agency engage in such a discussion.

**Suggestion to change “agency” to “agencies” to recognize that some licensees work for multiple agencies – 1 comment** (*Jason Kamerud*)

The Board appreciates the suggestion and **proposes the modification to the rule text.**

**Concern that the requirement to notify the Board of disqualifying offenses could conflict with Federal CHRI requirements – 1 comment** (*BCA*)

Agency notification to the Board of a disqualifying offense is a requirement in current rule and has been for at least three decades. The Board interprets the relevant regulations to be permissive of the rule requirement, and will continue to review this matter further. The Board appreciates the BCA’s interest here, and welcomes further discussion regarding the informal FBI response to BCA’s inquiry.

Minnesota Statutes, section 626.845, Subdivision 1. states the Board “shall have the following powers and duties: (9) to obtain criminal conviction data for persons seeking a license to be issued or possessing a license issued by the board. The board shall have authority to obtain criminal conviction data to the full extent that any other law enforcement agency, as that term is defined by state or federal law, has to obtain the data”.

**Subp. 2(C) – retention period**

**Concern that the retention of a background investigation for up to 6 years means that the records will be used for impermissible purposes, and that re-use of older criminal history may miss additional criminal history records – 1 comment** (*BCA*)

The retention of the background investigation is for the purpose of documenting the agency’s compliance with the statutory requirement to conduct a background investigation, and for the use by other agencies now conducting a new background investigation. Background investigations older than six months must be updated under proposed rule 6700.0670 Subp. 2 (A).

## **6700.0675 PSYCHOLOGICAL SCREENING**

### **Psychological Screening - General**

**General Supportive Comments on Psychological Screening – 2 comments** (*Elizabeth Andrews, NAMI MN*)

**General Concern that a psychologist’s assessment of an applicant should not be the sole reason to disqualify someone, agencies should retain discretion currently afforded– 1 comment** (*Benjamin Klawitter*)

Under the proposed rules, agencies will continue to determine whether the psychological screening report will impact the agency’s hiring decision.

### Item A(3) – predisposition to engage in discriminatory conduct

*See discussion on Discriminatory Conduct on page 5.*

### Item E – exceptions to psychological screening

**Concern that the exception to requiring psychological screenings for currently licensed and employed applicants for temporary or seasonal positions is not logical or justified – 3 comments** (*Benjamin Klawitter, Richard Hodsdon, MSA*)

This limited exception does not prevent an agency with sufficient resources from employing a psychological screening of those currently licensed and employed applicants seeking temporary or seasonal positions. The proposed exceptions are the result of balancing the benefit of an updated screening of a currently licensed and employed officer for a short-term position against the real-life circumstances of a small agency with limited financial resources and staff to provide necessary public safety services.

## 6700.0700 MINIMUM SELECTION STANDARDS

### Minimum Selection Standards - General

**Support – 7 comments expressing support for the proposed minimum selection standards** (*Dawn Einwalter, Chris Bray, Joycelyn Alexander, Sandra Simonson, Dave Bicking, Savannah Sisk*).

### Subp. 1(E)(1) – felony convictions

**Concern that at lines 7.21-7.22, there appears to be missing verbiage in the sentence – 1 comment** (*BCA*)

The Revisor’s draft format can be difficult to follow. The passage (not been convicted of) is preceded by the phrase “The applicant must:” at line 7.5 (6700.0700 Subp. 1). The Board appreciates the intent to improve the rule text.

**Concern over rule language regarding felony offenses – 1 comment** (*BCA*)

The identified concern is “*On lines 7.23-7.25, a previous standard (a felony in this state or in any other state or federal jurisdiction) was struck and a new standard was put into place “a felony in Minnesota or an offense in another jurisdiction that would have been a felony if committed in Minnesota.” These*

*are two different/separate standards that may leave gaps in what is received. For example, if a crime was not a felony if committed in Minnesota, it might not be an automatic disqualifier.*

To clarify, the current rule language in 6700.0700, Subp. 1(F) reads:

No applicant may be appointed to the position of peace officer who has been convicted:

- (1) of a felony in this state or any other state or federal jurisdiction;
- (2) of any offense in any other state or federal jurisdiction which would have been a felony if committed in Minnesota;

The proposed language reads:

- E. (1) a felony in Minnesota or an offense in another jurisdiction that would have been a felony if committed in Minnesota;

The rule addresses the fact that applicants may have a conviction from states other than Minnesota, and ensures that Minnesota's felony standard is applied in those circumstances. There are felonies in other states that are not felonies in Minnesota. Abortion is currently a felony in Texas. Possession of drug paraphernalia is a misdemeanor in Minnesota but can be a felony in other states. The criminal status of marijuana possession and sale has changed in certain states. There may also be felony crimes under Minnesota statute that are not a felony in another state. The proposed language precludes the substitution of legislative decisions of other states for Minnesota's legislative decisions regarding felony crimes by making it clear that any conviction in another state is compared to Minnesota's criminal statute.

**Suggestion that in lieu of an automatic bar to licensure for felons, consideration should be given to the scope, magnitude and time elapsed since the conviction- 1 comment (Joseph Phillips).**

Minnesota Statutes section 626.8431 requires the automatic license revocation of officers who have committed felony crimes. Current rule applies that standard to applicants for licensure as well. The Board reviewed the current rule identifying felonies as a bar to licensure and concluded that maintaining the rule was justified given the seriousness of felony crimes, and the reflection on the applicant's character and fitness for licensure.

### Subp. 1(E)(2) – non-felony convictions that bar licensure

**Concern that the criminal citations in the list of convictions that would bar licensure wouldn't apply to historical citations for same or similar conduct – 1 comment (BCA)**

The Board considered not including the statutory citations in this rule but was concerned that could lead to confusion when attempting to apply the minimum selection standards without a criminal citation. The Board encourages further comment and suggestions on addressing this issue at the hearing or submissions to the record during the post-hearing comment period.

**Concern that the non-felony conviction bars to licensure unfairly impact applicants who made a single mistake years ago – 1 comment (Luke Schumann)**

The Board believes the proposed amendments to the minimum standards are reasonable and needed, but recognizes that the universal application of a rule to specific circumstances may sometimes fail to accomplish the intent of the rule, or may be unjust. The Minnesota Administrative Procedures Act (Minnesota Statutes, section 14.05 and 14.056) has provisions for [rule variances](#) that may apply in those instances.

[SONAR pg. 24]

### Subp. 1(E)(2)(c) - domestic abuse convictions

**Support for this specific rule provision – 1 comment** (*Elizabeth Andrews*)

### Subp. 1(E)(2)(q) – misdemeanor theft

**Concern that the exemption for misdemeanor theft conflicts with Minnesota Statutes 214.10 which requires a board to “initiate proceedings to suspend or revoke a license or shall refuse to renew a license of a person licensed by the board who is convicted in a court of competent jurisdiction of violating section...609.52” – 1 comment** (*Jason Kamerud*)

Minnesota Statutes 214.10 applies to licensed individuals, and does not address whether a theft conviction would bar initial licensure. Under the proposed Rule 6700.0700, subp. 1(E)(2)(q), misdemeanor theft would not bar initial licensure; however, under proposed Rule 6700.1600, Subp. 1(A)(2), misdemeanor theft remains a violation of the standards of conduct for licensed officers, which is consistent with Minnesota Statutes, section 214.10., and reflects the higher standards for officers who are licensed.

### Subp. 1(E)(2)(x) – excluding marijuana non-felony

**Concern that excluding non-felony marijuana offenses conflicts with federal laws related to firearms possession -3 comments** (*MSA, Jason Kamerud, Scot Umlauf*)

The commenters cited no rule or law, and the Board is aware of no federal law that explicitly conflicts with the proposed rule addressing prior controlled substance convictions.

### Subp. 1(G) – discriminatory conduct

*See discussion on Discriminatory Conduct, page 5*

### Subp. 1(H) – no record of participation in hate group

**Support – 1090 comments** (*AFL-CIO, NAMI MN, Center for Victims of Torture, Communities United Against Police Brutality, The Advocates for Human Rights, Reimagining Public Safety Committee of the Minneapolis League of Women Voters*) – see Appendix A, Item 4 for the complete list of commenters

**Concerns** – see discussion on Hate Groups, page 7

### Subp. 1(L) -EMR requirement

**Concern that the Board does not have the authority to adopt a EMR requirement for applicants – 1 comment** (*LMC*)

The Board has the authority to adopt this requirement pursuant to Minnesota Statutes section 626.843, subdivision 1(4), which directs the Board to adopt rules establishing the minimal standards of physical, mental, and educational fitness.

[SONAR page 26]

**Concern that the rule results in an unfunded mandate – 1 comment (LMC)**

The rule does not require any particular entity to pay for the training. The potential costs are addressed in the SONAR, recognizing that many agencies already provide ongoing EMR training, that the training is included in Minnesota’s professional peace officer education programs, and that only reciprocity applicants or military reciprocity applicants may not have the required training.

[SONAR pg. 26]

**Subp. 1(K) - indecent exposure**

**Concern that a youthful indiscretion may not reflect person’s ability to be a peace officer – 3 comments (MPPOA, LELS, David Titus)**

Officers typically do not cite indecent exposure for youthful indiscretions. Indecent exposure citations (Minnesota Statutes, [Section 617.23](#)) are more commonly applied in situations where the individual is exposing genitalia for sexual gratification. The Board considered attempting to identify a provision for exceptions to the rule when a period had elapsed, but determined that a more effective method of addressing unusual exceptions is the use of the provisions in the Minnesota Administrative Procedures Act (Minnesota Statutes, section 14.05 and 14.056) for rule variances.

**Subp. 1(M) -minimum age**

**Question: Is the minimum age a conflict with PPOE education standards? – 3 comments (LELS, MMPOA, HCSDA)**

No, the minimum age applies to licensure and not the PPOE programs.

**Question: In what ways does this new hiring standard conflict with the concealed carry age requirements of 21 years old to earn a Minnesota Permit to Carry a Pistol (PCP) or a permit from a state of Minnesota?– 9 comments, (LELS, MMPOA, HCSDA, Tom Draper, Gae Davis, Vincent Scheckel, Chuck MacLean, Bentley Jackson, C.J. Ross)**

There is no conflict because law enforcement officers are not required to obtain a permit under Minnesota Statutes, section [624.714](#).

[SONAR pg. 27]

**Concerns that brain development, emotional regulation, and impulse control improves at age 25, serious nature of law enforcement jobs, prefer a minimum age of 21 – 7 comments (Nami MN, Chris Bray, Joycelyn Alexander, Dawn Einwalter, Ann Resemius, Penny Hunt, Peggy Reinhart)**

The Board's reasons for setting the minimum age of 18 is discussed in the SONAR.

[SONAR pg. 27]

### Subp. 2(l) - predatory offender

**Concern that the rule will exclude individuals who are required to register but where there is no registrable offense – 1 comment (BCA)**

BCA recommends alternative language: "Never have been required or be required to register as a predatory offender in Minnesota per Minnesota Statute 243.166 or 243.167 or required to register as a sex offender in any other state at any point in time." The Board accepts the suggestion and **proposes a modification to the rule language.**

## 6700.1600 STANDARDS OF CONDUCT

### Standards of Conduct

**Support for Standards of Conduct – 2 comments (NAMI MN, Council of Minnesotans of African Heritage)**

**General Concerns about Standards of Conduct – 5 comments (Scot Umlauf, Collin Winters, Mike LeDoux, Nate Siem, Kyle Kolb)**

**Concerns that investigative standard for conduct is less than the criminal standard of guilt beyond a reasonable doubt – 4 comments (MPPOA, LELS, HCSDA, Ramsey County Deputy Federation)**

As noted in the SONAR, Minnesota Statutes, section 214.10, Subd. 11 requires licensing boards to use the identified standard (reasonable grounds) in investigations.

[SONAR pg. 30]

### Subp. 1(A) – conduct that would bar licensure

**Support and suggestion to change the wording to clarify the conduct of the officer is addressed without confusing references to convictions and criminal statutes. – 4 Comments (LMC, Teamsters, MPPOA, MSA)**

The Board appreciates the suggestion and **proposes modifications to the rule** to remove the "bar licensure" language to clarify that it is a violation to commit any offense listed in 6700.0700, subpart 1(E), regardless of whether a conviction occurred. .

**Concern that Board couldn't enforce conduct issues because the Board wouldn't know about it unless criminal charges were filed – 5 comments (Aaron Sprout, Robert Hovland, Michael Jesierski, Dan Mack, Detsouk Vixayvong)**

The conduct of law enforcement officers is brought to the Board's attention through many sources, including complaints filed by the public, media coverage of incidents involving officers, and reported incidents.



**Concern that addressing conduct whether or not criminal charges are filed could result in double jeopardy issues – 35 comments** (Mark Reding, Darcy Weinrich, Edward ODonnell, Jeff Lester, Jordan Lund, Caleb Silgjord, Kendra Wubben, Max Yakovlev, Ryan Pearson, Nicholas Bjorndahl, Nathan Henkemeyer, Dan Miller, Justin Janson, Casey Murphy, Stephanie Miner, Troy Edmond, Matthew Wyatt, Tom Danielson, Chris Fjeld, John Bata, Collin Palm, Richard Walker Sr, Caleb Tesdahl, Chris Barber, Alexander Pfaff, Adam Burnside, John Wright, Scott Durdal, Sean Callahan, Shawn Campbell, Tanner Dufresne, Thomas Gagnon, Mark Brown, Craig Jacobsen, Jeffrey Marx, Jon Karger)

Multiple consequences for the same conduct does not constitute double jeopardy. The Double Jeopardy Clause in the Fifth Amendment to the US Constitution prohibits anyone from being *prosecuted* twice for substantially the same *crime*. An officer’s conduct may lead to discipline through their employer, discipline through the licensing board, criminal charges, and civil charges without being subjected to double jeopardy.

Subp. 1(A)(7) & (A)(8) - driving or carrying a pistol under the influence

**Concerns that “under the influence” is not defined, any level of alcohol influence could be a violation - 6 comments** (Jason Kamerud, MPPOA, LELS, HCSDA, Lori Ellering, David Titus)

The Board considered these concerns and **proposes a modification** to clarify the rule.

Subp. 1(D) – use of force

**Support for excessive force as a standard of conduct violation – 1 comment** (NAMI MN)

**Concern flagging a typographical error – 1 comment** (Tim Knellwolf)

The Board appreciates catching the error in the statutory citation, and will make a correction.

Subp. 1(D)(1) reporting use of force

**Concern that the rule doesn’t expressly state the limitation in Minnesota Statutes 626.8475 that intervention is only required when an officer is physically or verbally able to do so. - 3 comments** (MPPOA, LELS, HCSDA)

The proposed rule uses the phrase “...as required under” Minnesota Statutes 626.8475 which incorporates the requirements of the cited statute.

Subp. 1(D)(2) reporting use of force

**Concern that rule expands the reporting duty to violations “by another employee” which differs from the statutory language - 3 comments** (MPPOA, LELS, HCSDA)

Minnesota Statutes 626.8475 (b) includes the obligation to report use of force by another employee as well as another peace officer.

[SONAR pg. 31]

### Subp. 1(D)(3) - use of force

**Suggestion: The League of Minnesota Cities supports the rule but proposes different wording:**

(3) engage in unauthorized or unreasonable ~~or excessive~~ use of force against a person, or the illegal ~~use of~~ deadly force against a person;

The Board considered the suggestion. Officers are “authorized” to use deadly force under Minnesota Statutes section 609.066, are “authorized” to use “reasonable force” under Minnesota Statutes section 609.06, and authorized to use force to arrest a person under Minnesota Statutes section 629.33. Officers receive considerable training on the use of force, and are expected to recognize when the use of force is excessive or unreasonable, even when authorized to use force. The requirement to report on use of force by others under Minnesota Statutes section 626.8475 is described as force “[...]beyond that which is objectively reasonable under the circumstances [...]” or “[...] force that exceeds the degree of force permitted by law [...]”. The proposed rule must be clear not only to law enforcement officers, but also to community members. The Board proposes a modification to the rule that addresses the concern but retains some of the original language.

### Subp. 1(E)(2) – report arrest or conduct violations

**Concern that the rule requires an officer to self-report noncriminal conduct or even undetected criminal conduct, to make a legal judgment and to forfeit their Fifth Amendment rights – 3 comments (MPPO, LELS, HCSDA)**

Current rule (part 6700.1610 Subp. 2) requires the same type of reporting. The Board encourages the commenters to provide more specific reasoning at hearing or through submission to the record during the post-hearing comment period regarding required legal judgement, and forfeiture of rights.

### Subp. 1(G) - discriminatory conduct

*see discussion on discriminatory conduct on page 5*

**Support – 2 comments (Council for Minnesotans of African Heritage, Lynn Boeck)**

**Concern that the Board is addressing discriminatory conduct rather than permitting CLEO’s to address issues related to the communities policed by the officers at issue – 3 Comments (MPPOA, LELS, HCSDA)**

The Board does not see this as an either/or issue. The Board intends to address licensing issues related to the officer’s fitness to serve, including discriminatory conduct. The Board anticipates that the Chief Law Enforcement Officer of each agency will continue to address employment issues related to the officers and the communities served by the agency, including those issues addressed in the Professional Conduct<sup>8</sup> required policy adopted by the agency.

### Subp. 1(H) - officer participation in a hate group

**Supportive Comments - 1,088 comments - see Appendix, Item 4 for a list of commenters supporting this rule part**

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<sup>8</sup> <https://dps.mn.gov/entity/post/model-policies-learning-objectives/Pages/default.aspx>

See the discussion on Hate Groups on page 7

Subp. 1(l) - methods of participation, support, advocacy for hate groups

**Support – 1 comment** (Council for Minnesotans of African Heritage)

Subp. 1(l)(3) - methods of participation, support, advocacy for hate groups

**Concern that “display or use of insignia, colors, tattoos, hand signs, slogans, or codes associated with the group” is too vague – 28 comments** (*Jacob LeTourneau, Michael Pfaff, Jason Fitch, Stephen McBride, LisaMarie Lorenzen, Joseph Mattinen, Michael Osbeck, Cory Sherman, Leslie Rosedahl, Jarod Cooper, Tanner Weinfurtner, Kurt Indehar, Jeff Madson, Robert Paoli, Jon Collins, Elijah Blakesely, Adam Gunderson, Mathew Lambert, Joshua Xiong, Joshua Swenson, Brandon MacLeod, Tyler Pond, Chris Melin, Kelly McMillin, Chris Morgan, Scott Rose, William Saw, Dan Myers*)

The text referencing insignia, colors, tattoos, etc. is preceded by the rule text “support, advocate for, or participate in a white supremacist, hate, or extremist group or criminal gang. The Board asserts that law enforcement officers are able to apply and understand the terminology in the proposed rule, when read in context, and notes that the [Minnesota 9- Point Gang Criteria](#)<sup>9</sup> also references the use of symbols, tattoos, brands, signs, clothing, and graffiti as identifiers. The Board refers commenters to the [ADL Hate on Display list](#) for examples of indicators of hate groups.

## 6700.1610 REPORTING REQUIREMENTS

Subp. 3 – report submittal requirement

**Concern that the reporting time is reduced from 90 days to 10 days, and the shorter time frame doesn’t allow for investigation, and the sheriff may be on vacation. – 5 comments** (*Michael Frank, Chris Melin, MPPOA, LELS, HCSDA*)

The reporting requirement is a notification of a reportable event based on the licensee’s belief or knowledge, and is unrelated to any investigation by the officer, by the law enforcement agency, or by the Board’s Complaint Investigation Committee. The 10-day reporting requirement applies only to the submission of the report by the officer. Nothing prevents an officer from submitting a report to the chief law enforcement officer during the officer’s absence.

The Board encourages commenters to provide information at hearing or through submission to the record during the post hearing comment period on why 10 days is an insufficient amount of time for a licensee to comply with reporting requirements.

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<sup>9</sup> The Minnesota 9-point Gang Criteria was adopted in 2012 by the MN Dept. of Public Safety <https://dps.mn.gov/divisions/ojp/Documents/Apdx%20C%20-%20Gang%20Criteria.pdf>

## 6700.0615 REQUIRED AGENCY POLICIES

### Subp. 1(A) – required policy

**Suggestion that the Board add a required policy to address treaty rights and law enforcement use of social media against the public – 1 comment** (*Scott Russell*)

The Board will consider this suggestion in future rule dockets.

**Suggestion that the Board add a required policy to address background investigations – 1 comment** (*Craig Hendrickson*)

The Board will consider this suggestion in future rule dockets.

**Concern that policies are drafted by non-law enforcement and that what works in St. Paul might not work well in Pipestone – 1 comment** (*Lori Ellering*)

The required policies are developed with the input of chiefs, sheriffs, rural and metro law enforcement, and often with non-law enforcement subject matter experts depending on the topic. Once developed, policies are discussed and approved at public board meetings by the board members who include sheriffs, chiefs, officers, BCA and professional peace officer education representatives. Each law enforcement agency may modify the policy to address local issues such as command levels, equipment, agency partners, etc.

### Subp. 1(A)(8) - public assembly-first amendment activity policy

**Support – 1005 comments:** *AFL-CIO, Center for Victims of Torture, Communities United Against Police Brutality, NAMI MN, Reimagining Public Safety Committee in the Minneapolis League of Women Voters, Council for Minnesotans of African Heritage, – see Appendix A, Item 5 for the complete list of commenters*

**Concern that the Board lacks statutory authority to require a policy not mandated by statute - 5 comments** (*LMC, MSA, MPPOA, LELS, HCSDA*)

While there is no specific statute granting the Board authority to mandate policies, the legislature granted the Board broad authority “to perform such other acts as may be necessary or appropriate to carry out the powers and duties of sections 626.841 to 626.86.” Minn. Stat. §§ 626.843, subd. 3(4), .845, subd. 1(8).

Because much of the policy addresses use of force issues during crowd events, the Board considered including the policy requirements within the statutorily required Use of Force policy. However, the Board believed the policy provisions were better reflected in a separate policy instead of incorporating the requirements within the Use of Force policy.

[SONAR pg. 43]

## Subp. 1(B)(2) – portable recording systems policy

**Question: Would the portable recording systems policy include cell phones or restrict an officer from using a personal cell phone while on duty?- 1 comment** *(Chris Melin)*

The definition of portable recording systems is in Minnesota Statutes, section [Minnesota Statutes, section 13.825](#). Required policies are posted on the Board’s website<sup>10</sup>, but there is no model policy for the portable recording policy. The policy requirements for agencies that utilize such systems are identified in [Minnesota Statutes, section 626.8473](#).

## Subp. 2 (A) – posting required policies

**Concern that because anyone can request policies through the Freedom of Information Act, it is unnecessary to make policies accessible by posting on the website because FOIA already provides transparency- 1 comment** *(Benjamin Klawitter)*

FOIA requests are often required to be in writing, require agency staff to review and respond, and do not provide nearly instant access to required policies located on a website or in the public reception area of an agency.

**Concern that POST is overstepping its authority by directing agencies the manner in which to comply with the Minnesota Data Practices Act – 1 comment** *(Jason Kamerud)*

The Board has the statutory authority to propose this rule and disagrees that the rule addresses agency compliance or non-compliance with the Minnesota Data Practices Act (MDPA). The proposed rule does not conflict with any provision of the MDPA.

**Concern: All of our policies are provided on request, requiring what each agency publishes for their policies and procedures is burdensome – 1 comment** *(Nick Francis)*

Posting the required policies on the website or in the public reception area of agencies that do not have a website is a limited burden and balanced by the benefits of the requirement as discussed in the SONAR. Having easy public access may actually reduce staff time required to provide a policy on request.

[SONAR pg. 46]

## REPEALED RULES AND RULE PARTS

6700.0700 Subp. 1 (former I) – *removal of oral interview requirement*

**Concern that an oral interview is an important step in the hiring process, that the repeal was not addressed in the Advisory Committee – 1 comment** *(LMC)*

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<sup>10</sup> <https://dps.mn.gov/entity/post/model-policies-learning-objectives/Pages/default.aspx>

The League cites the many positive benefits of conducting job interviews for both job applicants and employers and the Board does not dispute these. By removing the requirement for a job interview, the Board is separating out elements of typical hiring processes and the qualifications for licensure as a law enforcement officer. Nothing in the proposed rule prevents agencies from including job interviews in their hiring processes.

The Board asserts that the repeal of the rule was addressed with the Advisory Committee, and refers to the Advisory Committee's Report to the Board (Appendix A of the SONAR).

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### *6700.0700 Subp. 1 (former J) - removal of physical fitness exam requirement*

#### **Concern that the removal of fitness requirement is premature because the legislature is debating a bill on the topic – 1 comment (LMC)**

This argument lacks merit. The Board is specifically authorized to create standards for physical fitness of candidates and officers. Minn. Stat. § 626.843, subd. 1(4).

#### **Concern that the requirement for a physical fitness exam should not be removed – 2 comments (LMC, AeiSo Schrage)**

The Board does not dispute the numerous benefits of physical fitness, and appreciates that the League has developed a validated physical abilities test.

Nevertheless, the Board is not persuaded to abandon its reasoning as stated in the SONAR for repealing the current rule. These reasons included the Board's inability to set a physical standard for the wide variety of positions that require a law enforcement license; the reasonable assertion that if a certain level of physical fitness is required at entry for all officers, then it would necessarily be required throughout every officer's career; and the recognition that many experienced officers who are, at a minimum, satisfactorily performing their job would not meet a physical fitness standard. This is illustrated by the description of the League's pre-employment test for law enforcement officers which cites "a face-to-face medical history interview, a comprehensive musculoskeletal evaluation that takes more than one hundred baseline measurements of the musculoskeletal systems to document and quantify pre-existing conditions and cumulative traumas, and simulations of six primary tasks: run, wall climb/obstacle scale, dummy wrestle, dummy drag, stair climb, and CPR administration"<sup>11</sup>.

[SONAR pg. 25]

#### **Concern that the Advisory Committee did not recommend repeal of the rule as stated in the SONAR- 1 comment (LMC)**

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<sup>11</sup> League of Minnesota website <https://www.lmc.org/resources/police-officer-physical-abilities-testing/>

The Board must dispute this statement, and refers to the Advisory Committee’s Report to the Board (Appendix A of the SONAR). The Board asserts that the repeal of the rule was addressed with the Advisory Committee and is noted in rule drafts reviewed by the Committee.

### 6700.1500 – proposed for repeal

**Concern that the Advisory Committee did not discuss the proposed repeal, the rule still has a legitimate purpose, and the rule is needed because it states internal discipline is a function of the appointing authority – 1 comment (LMC)**

The Board asserts that the repeal of the rule was addressed with the Advisory Committee and is noted in rule drafts reviewed by the Committee.

The Board disagrees that the rule continues to have a legitimate purpose. Subpart 1 of the rule simply lists statutory authority, which is not a proper rule and is unnecessary. The second subpart is also unnecessary, as the Board has no jurisdiction over a law enforcement agency’s discipline of its employees. The reference in the second subpart to “internal discipline” aids in the existing confusion among law enforcement officers, as demonstrated by the numerous comments arguing that the Board cannot investigate an officer’s conduct. The third subpart is a philosophical discussion of the purpose of rules, which is unnecessary and better belongs in a SONAR.

The Board stands by its assertion that the entire rule part is superfluous.

[SONAR pg. 29]

## GENERAL COMMENTS Not Related to a Specific Rule

**General Support– 14 comments** (NAMI MN, Steven Timmer, Steve Harper, Sandra Simonson, Dave Bicking, Lynda McDonnell, Elizabeth Andrews, Patrice Koelsch, Krista Swanson, Savannah Sisk, Chris Bray, Joycelyn Alexander, Dawn Einwalter, Florence Taitel)

**General Concerns – 32 comments** (Art Vinson, Peter Standafer, Michael McDougall, Daniel Pelkey, Matt Nelson, David Skadson, Scott Johnson, Troy Carlson, Chun Her, Joseph Stattelman, Amanda Johnson, Mike Detloff, Alex Graham, Joe Steffens, Katie Schultz, Ryan McCann, Jacob Ruppert, Henry Trunk, Melissa Pfaff, Jack Mueller, Mark Haberer, Marissa Adam, Ashley Rosel, Andrew Van Dorn, Rodney Coons, Gregory Marx, Rodney Lubiani, Brian Martin, David Darling, Emily Prendergast, Hoppers, Jeremy Brennan)

**Concerns about low morale among officers; a law enforcement hiring and retention crisis; and assertions that the rules would not improve morale or the numbers of officers leaving the profession and would deter persons from entering the profession. – 26 Comments** (Matthew Lambert, Melissa Larson, Nick Johnson, John Engle, Wade Blazejak, Troy Peek, Rodney Coons, Brian Heim, Tom Lesnikowski, Kurt Knutsen, Lance Herbst, Haley Tushar, Robert Brotzel, Jeremiah Mahler, Brad Stuvland, Chris Melin, Rich Evans, Luke Garvey, Nick Francis, Robert Staupe, Brett Schuck, Nathan Wasgatt, Kinzey Pfeninger, Nick Ardoff, Cassie Redmond, Marcie Wacker).

Although the Board recognizes the current challenging law enforcement environment, the purpose of the rule amendments as discussed on page 3 of the SONAR is not related to officer morale, or motivations to leave or enter the profession. The Board looks forward to future specific comments

about the proposed rule and how the intent of that rule could be met while improving morale, or addressing an individual's motivation for entering or leaving the profession. Commenters are encouraged to provide additional information at hearing or through submissions to the record during the post-hearing comment period.

**Concerns that the rules were politically motivated – 38 comments** (*LELS, MPPOA, Tracey Boulton, Nathan Wasgatt, Ben Bohle, Jason Jensen, Cole Petroske, Aaron Widmark, Kinzy Pfeninger, Robert Staupe, Nick Ardoff, Joseph Mattinen, Madyson Erdelac, Caleb Silgjord, Nick Schipp, Brett Schuck, Robert Staupe, Stephen Sporny, Cole Petroske, Aaron Widmark, Brenda Keenan, Elliot Faust, Patrick Gast, Taylor Halverson, James Logan, Alex Clement, Jeffrey Brumfield, Pat Pickar, Aaron Nestrud, Alec Cruz, Shannon Russ, Nico Wallat, Brian Beokhoff, Daniel Hoover, Derek Wells, Jeff Brion, Joe Price, Joshua Fahey*)

The SONAR explains the process used by the Board in developing the proposed rule changes as well as the Board's reasoning for each changes. The Advisory Committee Report to the Board is contained in the SONAR, also posted on the website. The Board's Rules Committee also worked throughout the process, discussing possible changes in the rules. The Board encourages review of the SONAR as well as the work of the Advisory Committee and the Rules Committee to assuage any concerns about political motivation. Advisory Committee and Rules Committee meeting agendas, minutes and materials as well as video recordings of the meetings are posted on the Board's website.

**Concern that the proposed rules are unconstitutional, violating the Free Speech, Freedom of Religion, Freedom of Assembly and Due Process Clauses of the Minnesota and United States Constitution – 15 comments** (*True North Legal, Sue Keiffer, Kathleen Nydegger, Sharon Widell, Ron and Audrey Misiura, Sara Davis, Mary Clifford, Tim Neau, Andrew Staiger, Lisa Roesler, Gary Miller, Jim Hansen, Nora Somers, E Hopkin, James Hansen*)

These concerns are addressed in other sections of this response as they relate to specific portions of the proposed rules.

**Concern that the proposed rules retroactively discipline officers – 1 comment** (*Ramsey County Deputies Federation*).

Minnesota Statutes, section 14.27 provides that rules become effective five working days after the Notice of Adoption is published in the State Register, unless the rules specify a later effective date. Although the comment did not clarify which proposed rule(s) generated concern, the Board is considering the comment and may propose rule modifications to address the application of the new rules. **to applicants and licensees whose schooling, backgrounding, psychological screening, and applications for licensure or law enforcement positions are in progress at the time the rules go into effect.**

## Questions

**Question: [Do the proposed rules on background investigations] mean that the applicant has to handle the processing and contacting of a third party agency to conduct a background search? – 1 comment** (*Joseph Phillips*)



No. The applicant's responsibility is identified in proposed rule part 6700.0670 Subp. 1. The law enforcement agency will conduct the background investigation.

**Question: Do applicants disclose their dating profile on a social media dating site? What about private social media sites and friendships? Why is that important? Do applicants need to hire an attorney to figure out "to the extent permitted by law?" – 37 comments** *(Ryan McCann, Jacob Ruppert, Patrick Scott, Misty Crable, Amanda Mohs, Travis O'Leary, Wayne Hatlestad, Hector Mena-Carrion, Bill Hanson, Scott Schlender, Kristen Tomlinson, Thomas Martinez, Matthew Norland, Matthew Hollihan, Eric Christenson, Joseph Huettl, Michael Frank, Katie Schultz, David Crable, Mark Hanneman, Nancy Frank, Michelle Frascone, Garrison Lenz, Terry Bitney, Brad Schoenherr, Michael Seafolk, Nellie Torgerson, Brian Peters, Chad Norman, Chase Davis, Dan Rocheleau, Delmar Ellis, Doug Rotta, Gage Litzner, Glenn Perez, Jim Storey, John Riley)*

Applicants disclose their social media accounts, platforms and groups. The law enforcement agency vetting the applicant will determine whether any listed accounts are of interest to the agency.

The caution "to the extent permitted by law" is a recognition that legislation or case law may impact the requirement.

[SONAR pg. 15]

**Question: Commenter asks if someone is offended by an officer's opinion and spins it in the direction of discrimination, will they lose their license? – 1 comment** *(Aeisso Schrage)*

Anyone can file an unfair or untruthful, or simply unmeritorious complaint against an officer alleging a violation of any of the standards of conduct (or other rules or statutory provisions). The Board addresses complaint investigations as required under Minnesota Statutes, section 214.10. I, after investigation, the Board's Complaint Investigation Committee finds that reasonable grounds exist to believe that an officer's actions were a violation of the standards of conduct, discipline may result. Discipline, as identified in Minnesota Rules 6700.1710 Subp. 2. includes reprimands, suspensions, other conditions, or licensure revocation. If the Board and the officer cannot agree on the outcome, an administrative hearing before an administrative law judge may be held.

**Question: To achieve goals that are political. Would having a campaign sign in your yard not be considered attempting to achieve a political goal? 1 comment** *(Chris Melin)*

Support for a political goal is not a violation of the standards of conduct. Support for a hate group that "promotes the use of threats, force, violence, or criminal activity to achieve goals that are political, religious, discriminatory, or ideological in nature" is a violation.

**Question: Some have labelled Black Lives Matters (BLM) an organization that discriminates based on race. If an officer attends a BLM-sponsored march, has the officer run afoul of proposed Rule 6700.1600, Subp. 1(H)? Some have labelled certain elected officials as white supremacists. If an officer attends a political event for a so-labelled elected official or has a bumper sticker supporting a so-labelled elected official on the officer's vehicle, has the officer run afoul of the standards of conduct? – 1 comment** *(MCPA)*

The rule cited provides that an officer's participation, support, or advocacy for a hate group is a violation of the standards of conduct. The criteria to determine whether any particular group is a hate group is

identified in the rule citation. In the event that a complaint was filed, the officer has the opportunity to respond to the allegations and provide information. The Board's Complaint Investigation Committee (CIC) would apply the criteria to determine if the group is a hate group. If so, then the officer's conduct related to the hate group would be assessed, using the criteria in proposed rule 6700.1600 Subp. 1(l). Should the CIC determine that there was a violation of the standards of conduct based on the officer's activities with a hate group, a hearing before an administrative law judge with the Office of Administrative Hearings may be held if the Board and officer are unable to resolve the complaint through a Settlement and Consent Order (SACO).

## Appendix A – Lists of Commenters on Topics

### Item 1: Brady-Giglio

#### **259 Concerned Comments**

*(Minnesota County Attorneys Association, Minnesota Sheriff's Association, Minnesota Teamsters Public and Law Enforcement Employees' Union, Local 320 ("Teamsters"), Law Enforcement Labor Services, Minnesota Police and Peace Officers Association ("MPPOA") League of Minnesota Cities, BCA, Minnesota Chiefs of Police Association (MCPA), Ryan McCann, Patrick Scott, Misty Crable, Wayne Hatlestad, Hector Mena-Carrion, Bill Hanson, Scott Schlender, Kristen Tomlinson, Thomas Martinez, Matthew Norland, Matthew Hollihan, Eric Christenson, Joseph Huettl, Michael Frank, Katie Schultz, David Crable, Mark Hanneman, Nancy Frank, Michelle Frascione, Brian Bone, Amy Rahlf, Mark Reding, Trent Wurtz, Darcy Weinrich, Edward O'Donnell, Jeff Lester, Jordan Lund, Max Yakovlev, Ryan Pearson, Nicholas Bjorndahl, Nathan Henkemeyer, Jason Jensen, Brian Wicke, Daniel Reing, Mike McGregor, Chad Houde, Art Vinson, Dan Miller, Justin Janson, Casey Murphy, Stephanie Miner, Troy Edmond, Matthew Wyatt, Tom Danielson, Chris Fjeld, John Bata, Collin Palm, Richard Walker Sr, Caleb Tesdahl, Chris Barber, Alexander Pfaff, Adam Burnside, John Wright, B. Johnson, Alex Clement, Scott Durdall, Craig Anderson, John Engle, Jacob Ruppert, Jacob Hagen, Emilio Castro, Garret Leonard, Shannon Boerner, Scott Kostohryz, Andrea Burdick, Genevieve Frye, Joshua Adams, Matthew Kohling, Todd Langevin, Jeffrey Wiborg, Chris Martin, Joe Stradinger, Allie Simonett, Robert Gilmore, Kyle Russell, Malaki Walker, Brian Peters, Tony Flerlage, David Rydberg, Ryer Anderson, Thomas Schneider, Darrell Meyer, Christopher Anderson, Ryan Schipper, Nick Olson, Bert Otto, Steven Routhe, Andy Lehmkuhl, Dillon Nelson, Nicole Reno, Nathan Wasgatt, Nick Ardoff, Kinsy Pfeninger, Robert Staupe, Ben Bohle, Stephen Sporny, AeiSo Schrage, Cole Petroske, Aaron Widmark, Brenda Keenan, Elliott Faust, Patrick Gast, Taylor Halverson, Brett Schuck, Pat Pikar, James Logan, Brian Wicke, AeiSo Schrage, Ryan Coughlin, Benjamin Klawitter, Shannon Buss, Shawn Campbell,*

Tanner Dufresne, Terry Olson, Thomas Gagnon, Todd DeJong, B Johnson, Mark Brown, Matthew Kolling, Mike Kleber, Mike Passig, Brian Casey, Carl Schwanbeck, Chad Norman, Chase Davis, Corinne Becker, Craig Jacobsen, Dan Rocheleau, David Titus, Delmar Ellis, Doug Rotta, Gage Litzner, Glenn Perez, Glenn Norstrem, Griffin Offerdahl, Jason Cotner, Jeffrey Marx, Jim Storey, John Riley, Angela Osbeck, Phil Koski, Harrison Bray, Ryan Jacobson, Mitch Fitzgerald, Mike LeDoux, Cohlman Rutschow, William Leon-Aguilar, Sean Callahan, James Perry, Booker Hodges, Brady Burnside, Brady Juell, Brent Baloun, Casey Jansky, Chad Houde, Correy Farniok, Craig Kreiling, Dave Bentrud, David Ulmen, David Wilske, Ernie Beitel, Jason Borash, Jason Schmitz, Jeff Appel, Jesse Smith, Jim Crace, Jim Exsted, Jim Hughes, Jon Mangseth, Joshua Hanson, Katie McMillin, Lenny Austin, Mark Elliott, Mark Taylor, Michael Harcey, Nicole Mattson, Paul Enga, Paul Schley, Robert Carlson, Rodney Seurer, Todd Schuster, Troy Appel, Wayne Schreiner, Allen Anderson, Andrew Mahowald, Barry Fitzgibbons, Bill Flatten, Bill Jacobson, Brad Johnson, Brandon Thyen, Brent Erickson, Brett Mason, Brian Cruze, Brian Smith, Brian Tholen, Chad Meester, Chris Johnson, Christopher Caulk, Darin Halverson, Darren McKernan, David Laven, Don Lorge, Eric Holien, Eric Klang, Eric Wallen, Ernie Beitel, Evan Verbrugge, Gary Fish, Heath Landsman, James Stuart, James Tadman, Jason Kamerud, Jason Seidl, Jason Warnygora, Jeff Nelson, Jesse Thomas, Joe Schoon, Joel Brott, Josh Guenther, Josh Winter, Justin Wood, Kelly Lake, Kevin Torgerson, Kevin Carlson, Kyle Burton, Kyle Drum, Lisa Lovering, Lonnie Marcyers, Mark Haberer, Marty Kelly, Nicholas Loperfido, Paul Coughlin, Patrick Nienaber, Rob Bowker, Rodney Bartsh, Ross Litman, Ryan Franklin, Scott Goddard, Sean Deringer, Shawn Haken, Shawn Larsen, Steve Och, Stephen Landsem, Tim Langenfeld, Tim Leslie, Todd Glander, Tom Burch, Trevor Wright, Troy Heck, Wade Book, Wayne Seiberlich

## Item 2: Support for Citizenship rule change

### Support for including persons eligible to work in the U.S. under federal requirements –

**1,022 Supportive Comments from:** AFL-CIO, Center for Victims of Torture, Citizens United Against Police Brutality, Reimagining Public Safety Committee in the Minneapolis League of Women Voters, NAMI MN, Council For Minnesotans of African Heritage, Michele Garnett McKenzie (The Advocates for Human Rights)

Courteney Ross, Mia Nosanow, Kane Olekson, Annika Wulf, Al Bantley, Rachel Goligoski, DeeAnn Englund, AJ Bantley, Rachel Goligoski, Mia Nosanow, John Vergin, William Moore, Spencer Polk, Emily H, Denise Alden, Catherine Burns, Mary Weber, Erin Thompson, Cameron Gordon, Karen Wells, Dan Turner, Michelle Price, Krista Schweppe, Carla Bruenig, Barbara Prindle, Nila Gouldin, Shirley Rutherford, Ashely Quiones, Lori Bardal, Paul Crist, Kimberly Milliard, Jaime Ballard, Val Barnes, Alexander Dart, Gail Lewellan, Dessa Wander, Jim Leon, Austin Gerth, Kane Olekson, Debra Buschette, Stacey Gurian-Sherman, Theodore Rose, Beverly Williams, Susu Jeffrey, Nadia McNiff, Sara Aase, Jackie Kellett, Christopher Rochel, Yvonner Pearson, Jacob Boucher, Lynda McDonnell, Karen Barstad, Tess Dornfeld, Meghan Grossman, Mary Kaluza, Drew Rosielle, Steven Timmer, James Roth, Bonnie Howerton, V, Frances Shepherd, Paul Bosman, John A.Satorius, Michelle Gross, Mary Adair, Edmund Kelley, Patrice Koelsch, Byron Richard, Sami Hussein, Karen Bohaty, Kyla Cromer, John Solomon, Rashad Zanders, Lynda McDonnell, A Martin, A.R. Puccio, Abbie Diehl, Abby Harthorn, Abdullahi Mohamud, Abdullahi Omar, Afzal Mohamed, Agnes Hetzel, Ahmad Rahmaan, AJ Cho, Akua Lezlie Hope, Alan Carter, Alethea Kehas, Aleva

McDaniel, Alex Stavis, Alexander Honigsblum, Alexandra Tighe, Alexandra Pappano, Alfonso Williams, Alfreda Goode, Ali Uluyol, Alice Foust, Alida Markgraf, Alisha Nikols, Alison Behnke, Allan Campbell, Allen Price, Alphonso Rodriguez, Alyssa Fung, Alyssa Dequeant, Amber Ruel, Amber H, Amelia Hansa, Amy Grace, Amy Pagett, Anahata Iradah, Analina Kowalski, Anam Hasan, Ande Kobek, Andrea Kuenning, Andrew Kistler, Andrew Arellano, Andrew Ashburn, Andrew Schwartz, Angela Akintokun, Anika Clay, Anita Sutton, Anita Wucinic-Turner, Ann Curoe, Ann Dorsey, Anna Wiskerchen, Anna Tangi, Anne Norgaard, Anne Haggerty, Anne Kriz, Anthony Ricciardi, Anthony Miller, Anya Klepacki, Ariel Bodnar-Klein, Arly Crawte, Arthur Rosenberg, Arthur van der Harten, Arthur Eldridge, Ashlee Jones, Ashley Weaver, Ashley Ouellette, Ashley Blackwood, Aurora Mata, B Abercrombie, Ballinger Kemp, Bara Berg, Barbara Hartman, Barbara Janssen, Barbara Brigham, Barbara Baylin, Barbara Newman, Barbara Harper, Barbara Barham, Barry Ergang, Barry Parker, Barry Krieger, BC Shelby, Ben Weiss, Benjamin Gieseke, Benjamin Accorso, Bernadette Miller, Bernardo Mujica, Bernice Reinharth, Beth Feckter, Beth Gendler, Beth Hogan, Beth Newton, Beth Darlington, Betsey Porter, Beverly Mitchell, Beverly Evans, Beverly Antonio, Bianca deLeon, Bill Sorem, Birgit Hermann, Blaise Brockman, Bob Robbins, Bob Miller, Bob Lichtenbert, Bobbie Okazaki, Bonnie Nord, Bonnie Maller, Bonnie Burke, Bonnie Poland, Bonnie German, Brad Bronk, Brad Snyder, Brandon Juhl, BreAnna Bemboom, Bree M, Brenda Morgan, Brent Rocks, Brett O'Sullivan, Brian Kuhn, Brian Love, Brian Florian, Briana Soroko, Brianna Inamagua, Brice Suprenant, Brit Hiedeman, Brittanni Bowers, Britton Saunders, Brooke Knight, Bruce Coston, C S, C Busby, Candace Stolley, Candice Lowery, Carissa Lick, Carlyn Alexander, Carol Dudek, Carol Nakamura, Carol Carlson, Carol Creech, Carole Helmkamp, Carolyn Hazen, Carolyn Pressler, Carolyn Yee, Caryn Graves, Cate Mulligan, Catherine Bray, Catherine Gonzales, Catherine Critz, Catherine Foley, Catherine Alsafi, Catherine Beauchamp, Cathleen Clark, Cecil Philip, Celia Foster, Chan Darby, Charlene Greynolds, Charles Byrne, Charles Loubert, Charles Kuyper, Charlotta Ball, Chas Griffin, Cheri Haram, Cherron Williams, Cheryl Eames, Cheryl Croci, Chris Williams, Chris Guillory, Christa Ernst, Christian Butts, Christine Fenske, Christine Doulis, Christine Ciavarro, Christopher Ware, Christopher Mejia, Chrystal Davids, Cindy Hatcher, Cindy Borske, Clair Daley, Claire Mathews-Lingen, Claudia Lurie, Cody Goin, Colette Flank-Bunz, Colleen Stoneburner, Concepcion Elvira, Connie Lindgren, Cornelia Jensen, Courtney Birkett, Cristine Barsanti, Cynthia McKeen, Cynthia Edwards, Cynthia Sidaris, D Carr, D Gryk, Dale White, Dalia Salgado, Dallas Windham, Dan Wicht, Danielle Korby, D'Anna Fortunato, Daphne Williams, Darren Frale, Daryl Jackson, Dave Frank, Dave Whipple, Dave Kisor, David Hecht, David Snyder, David Williams, David Perry, David Jaffe, David Stevens, David Jones, Dawn Robinson, Debbie Spear, Debi Mohan, Deborah Bauman, Deborah Cosentino, Deborah Hughes, Debra Larson, Deidre Brown, Dennis Hauck, Denny Duncan, Derek Brou, Derek Benedict, Desiree Wilson, Diana Dahlman, Diane Sheffield, Diane Lamont, Diane Krassenstein, Diane Wynne, Diane Krell-Bates, Diane Sparks, Dianna Mullen, Dianne DiFante, Dick Dierks, Dodou Jome, Dolly Thomas, Don Thompson, Don Adair, Donald Schwartz, Donald Madrey, Donna Grubbs, Donna Lozano, Donna Sharee, Donna Janke, Donna Sawyer, Doris Karnila, Dorothy Brooks, Dorothy Brockgreitens, Doug Wagoner, Duncan Baruch, Dylan Howell, Eda A, Edith Ogella, Edric Knight, Edward Kavanaugh, Edward LeBlanc, Edwin Martin, Eileen Chieco, Eleanor Morris, Eli Scarr, Elizabeth Gieseke, Elizabeth L, Elizabeth Cano, Elizabeth Adan, Elizabeth Terbrock, Elizabeth Ndoye, Elizabeth Schauer, Elizabeth Kelly, Ellen Ross, Ellen Wasfi, Ellen Parker, Elliot Bronwein, Elsa Petersen, Emer Griffin, Emilie McCarthy, Emily Hoppenworth, Emily Koritz, Emily Wishman, Emma Kippley-Ogman, Emma Capman, Emma Goode-DeBlanc, Emma Miniscalco, Eric Daigre, Eric West, Eric Wollscheid, Erin Johnson, Eugene Mariani, Evelyn Moody, F Taylor, Faduma Mohamud, Faith Strailey, Felicia Jennings-Byrd, Felicity Figueroa, Felicity Hohenshelt, Fran Sherry, Frances Goff, Frances Saykaly, Francesca Tulski, Frank Belcastro, Fred Davis, Freda Ballas, Freddie Sykes, Gabriel Graubner, Gail Crawford, Gail Blumberg, Gail Battaglia,

Gary Kansas, Gary West, Gay Goden, George Parrish, Geraldine Thompson, Gladys Overton, Gloria Lewis, Gloria Boyd, Grace Sullivan, Grace Ukoha, Greg Stawinoga, Greg Sells, Greg Bolter, Gregory Kay, Guy Merckx, H F, Hana Levin, Hannah Spaid, Hannah Knerr, Harriet McCleary, Harry Greenberg, Heather Dunford, Heather Roberts-VanSickle, Heather Roberts, Helena Gallant, Helmut Platzter, Henry Bishop, Holly Hall, Holly Taylor, Hothefah Alkusari, Howard Lepzelter, Howard Eisenberg, Hugo Joza, Ian Rosenthal, Ian Kent, Ijeoma O, Immanuel Pettigrew, Isabella Fregoso, Iskra Dejanovic, Izzy Mika, J Kronick, J Cole, Jackie Mracek, Jacob Palacios, Jacqueline Stewart, Jacqueline Birnbaum, James Osterholt, James Mundy III, James Kawamura, James Hansler, James Bachman, James Davis, James Gregory, James Stamos, Jami Shaver, Jamie Plouff, Jan Herbert, Jan Bird, Jane Leavitt, Jane Mcmill, Jane Barron, Janelle McCarthy, Janet Wolf Wells, Janet Gould, Janet Cavallo, Janie Mendiola, Janna Piper, Jared Soll, Jasmine Greenwood, Jason Wheeler, Jaye Trottier, Jayne Holtman, Jean Bails, Jean Ross, Jean Wiant, Jeanne Gallaher, Jeanne Irons, Jeff Jones, Jeff Morris, Jeffrey Hurwitz, Jeffrey White, Jeffrey Johnson, Jen Crum, Jenifer Klotz, Jennifer Waters, Jennifer Smith, Jenny Howe, Jenzi Silverman, Jerome Hoffman, Jess Zelniker, Jessica Sundin, Jessie Sarber, Jessyca Shepherd, Jill Davidson, Jillian Sang, Jim Nasella, Jim Abbondante, Jo Tyler, Joan Binder, Joan Andersson, Joan Hoff, Joan Agro, Joan Poss, Joe Sokolinsky, Joe Tilley, Joel Flank, John Mercer, John Miller, John Payne, John Cooper, John Golding, John Badila, John Staunton, John Lynn, John Nelson, John Schreiber, John McKenzie, John Viacrucis, John Willis, Johnny Fifles, Johnson Jody, Jona Munoz, Jonathan Gershberg, Jonathan Chu, Jorge Agostinho, Joseph Giffen-Hunter, Joseph Dadgari, Josias Berganza, Joy Dordick, Joyce Mast, Joyce Trumpet, Judi Weiner, Judith Linden, Judith Bachand, Judy Kushner, Judy Guggenheim, Julene Weaver, Julia Cipolla, Julia Wade, Julie Smith, Julie Kanoff, Julieta Hernandez, Julius Anderson, June Taylor, Jussi Gamache, Justin Knoop, Justin Philipps, Justin Evans, Kalen Lehmann, Kally Muenster, Karen Smudski 2, Karen Hellwig, Karen Pedersen, Karen Montana, Karen Naifeh, Karen Wells 3, Karen Colburn, Karen Berger, Karen Preston, Kari Hurst, Kari Stringer, Kari Rueckert, Karla Henderson, Karyn Goff, Kate Havelin, Kate Vickery, Katherine Dugarm, Katherine Bongfeldt, Katherine Aker, Katherine Dander, Katherine Lake, Katherine ArmstrongBarone, Kathrin Stumpf, Kathryn Petonke, Kathy Grieves, Kathy Shores, Kathy Simington, Katie Matson-Daley, Katie Shepherd, Kay Houst, Kay Bracero, Kellilee Williams, Kelly Streit, Kelsey Romero, Kendra Kendrick, Kenji Kiritani, Kenneth Mosher, Kevin Morris, Kevin Milam, Kimberly Spencer, Kimberly Bouchard-Shapiro, Kimberly Allen, Kira Jensen, Kit Reiner, Kristen Lund, Kristen Douglas, Kristin Huntoon, Kristina Zweig, Kristof Haavik, Kristy Giles, Krystle Johnson, Kylara Hunter, Kyle Jones, Kyle Johnson, L Adams, LA Toner, Lamar Townsend, Lance Ofenloch, Lark Weller, Larry Nelson, Larry Bernard, Larry Fish, Latounzia Buchanan, Laura Regan, Laura Nuckols, Laura Lyons, Laura Hanks, Laura Neiman, Laura Huddleston, Laurel Cameron, Laurie Franklin, Laurie Fraker, Lawrence Owen, Layne Horwitz, Leah Seeger, Leah Villa, Lee Bodkin, Lena Scherfenberg, Lena Fine, Leona Konkell, Leonetine Willis, Les Rivkin, Leslie O'Loughlin, Letitia Noel, Linda Curtin, Linda Myers, Linda Rushoe, Linda Roberts, Linda Wasserman, Linda Indyke, LindaLee McEchronTaylor, Lindsay Thompson, Lindsey Richter, Lindy Von Dohlen, Lisa Zales, Lisa Giovanazzi, Lisa Schoultz, Lisa Foley, Lisa McDaniel, Lisa Hoffman, Lisa Forsell, Liz Lundquist, Liz D, Lloyd DeWald, Lois Dunn, Lori Stefano, Louise Quigley, Louise Stark, Lucas Klein, Lutfiyyah Rasul 2, Lutfiyyah Rasul, Lyle Shirely, Lyn Pegg, Lyndsey Harter, Lynn Betteridge, Lynn Wilson, Lynn Skibinski, Lynnette Simon, M M, M Freiberg, M.D. Block, Madi Larson, Malcolm Perry, Mali Henigman, Marc Beschler, Marc Wantuch, Marc Liu, Marcel Liberge, Marcus Williams, Margaret Beegle, Margaret Richardson, Margret Cifaldi, Mari McShane, Mari Matsumoto, Marian Broida, Marianne Brems, Marianne Sinsi, Marie Herron, Marie Garescher, Marilyn Slickman, Marion Schulman, Mark Schroeder, Mark Houdashelt, Mark Koritz, Mark Grotzke, Mark Forsyth, Mark Hemenway, Mark Giordani, Mark Proa, Mark Glasser, Marlena Fearing, Marnie Scheinberg, Marta Peters, Martha Shelley, Martha Arreguin, Martha Eberle, Martin Robbins, Mary

Mulherin, Mary Grace, Mary Harvey, Mary Kaysinger, Mary Root, Mary Lebert, Mary True, Mary McMahon, Mary Eastman, Mary Tuma, Mary Bissell, Mary Sharp, Mary Ann VandeVusse, Mary Lou Ott, Marya Zanders, Matt Cornell, Matt Bender, Matt Geer, Matthew Boguske, Matthew Beckler, Matthew Shuh, Maura Hurley, Maureen Swenson, Maureen North, Max Burg, Maxence Caillaud, Maya Moiseyev, Medley Byers, Meera Cheriyan, Megan Swoboda, Megan Lepore, Meghan Mcnamer, Melissa Lund, Melissa Chitwood, Melvin Zimmerman, Melvin Taylor, Mercy Grieco, Mia L, Mian-Moaz Uddin, Michael Shapiro, Michael Kadoya, Michael Cowl, Michele Glick, Michele Hondo, Michele Chavez, Michelle Benes, Michelle Graves, Michelle McKenney, Michelle Rojas, Miguel Hernandez, Miguel Avila, Miguel Ossorio, Mike Z, Miles Bergeson, Milton Davis, Mim Biskus, Mimi Barress, Mir Faugno, Miriam Paisner, Mohammad Arsalayee, Monica Allen, Monica Davalos, Monique Christensen, Monique Crandon, Morgan Steele, Morgan K, Morgan Torbett, Murray Kaufman, Myra Schegloff, Myron Mohr, Nadine McNiff, Nancy King, Nancy Cowger, Nancy Withington, Naomi Klass, Natalie Taber, Natasha Villanueva, Natasha Anderson, Nathan Roberts, Nawal Tamimi, Nea Simone, Nelson S, Nicholas Erdos-Thayer, Nicola Kountoupes, Nicole Everling, Nicole Durden-Mundy, NK A, Noah Hanmer, Oluremi Esuruoso, P B, Pablo Wegesend, Paige Frondell, Pam Thomas-Hill, Pam Datwyler, Pam Evans, Pamela Isham, Pamela Martin, Pamela Grieser, Pamela McGraner, Pat Dosky, Patience Hayes, Patrice Tett, Patrice Wallace, Patricia Annoni, Patricia Auer, Patricia Stevens, Patrick Tschida, Patrick De La Garza Und Senkel, Patti Randles, Patty Ridenour, Patty Navarrete, Paul Moss, Paul Christian, Paul Palla, Paul Mueller, Peggy Luna, Pete Boisclair, Peter Molenaar, Peter Kahigian, Philip Dooley, Phillip Lowry, Priscilla Martinez, Tippens, Rachel Goligoski, Rachel Lisk-Podvalnyy, Rachel Schmitt, Rachel Magnavite, Rachel Hickok, Rachel Henning, Raleigh Koritz, Ramona Draeger, Randa Johnson, Randi Byron, Randy Davis, Randy Harrison, Rashard Zanders, Raymond Valinoti, Rebecca Donley, Rebecca Roberts, Rebecca Hall, Regina VanArnam, Regina McIntyre, Renee Montville 2, Renee Montville, Richard Clough, Richard Vestal, Richard Steele, Richard Mell, Rico Lara, Rita Glasscock, Rita Gnap, RJ Cooper, Robert Snyder, Robert Jensen, Robert Burk, Robert Astyk, Robert Sapp, Robert Baer, Robert Peters, Robert Nehmad, Robert Veralli, Robin Carden, Rod Hemmila, Rodney Harris, Rodolfo Nieto, Roger Bramlett, Roger Schmidt, Ron P, Roon Makhtal, Rory O'Brien, Ros Gladman, Rosalie Corliss, Rosemary Frazel, Roxie Piatigorski, Royal Williams, Ruby Muhammad, Russell Ziegler, Ruth Einstein, Ruth Yurchuck, Ruth Dayton, Ryan W, Ryan Keane, Sabri Fair, Sabrina Denardo, Sagar Patel, Sam MacKenzie, Samatha Schwing, Sammantha Neys, Sandra Schomberg, Sandruel White, Sandy Williams, Santwana Dasgupta, Sara Knauz, Sarah Saarela, Sarah Dallosto, Sarah Clark, Sarah Rowe, Scott Korman, Scott Taylor, Scott Smith, Scott Sheaffer, Sean Edmison, Sean San Jose, Selena McKnight, Selena Brooks, Serena Sabbara, Seth Silverman, Shalomar Loving, Shaneshea Parison, Shannon Donovan, Shari Tarbet, Sharon Rothe, Sharon Bapple, Sharon Longyear, Sheila Bates, Sheila Anderson, Shelley Watts-Cross, Sherif Eldeeb, Sheryl Iversen, Shirley Wooden, Sonia Nunez-Gibbs, Sonja Mydels, Stacey Flournoy, Stacy Nekora, Stacy Clark, Stephanie Thoma, Stephanie Carlson, Stephanie Glatt, Stephanie Thompson, Stephanie Fox, Stephanie Jones, Stephanie Cuellar, Stephen Krokowski, Steve Delgadillo, Steve Graff, Steve Hersch, Steven Anderson, Steven Palmore, Steven Andrychowski, Steven Cypher, Steven Kuntzman, Steven Vogel, Stuart Knappmiller, Stuart Rubinow, Sudha Jamthe, Sue Johnston, Sue Eriksson, Susan Gust, Susan Hanlon, Susan Levin, Susan Farquhar, Susan Coyle, Susan Deaton, Susan Castelli-Hill, Susan Cox, Susan Harrie, Suzanne Apel, Suzanne M, Suzie Garrett, Sybil Schlesinger, Sylvia Lambert, Sylvia Brown, Sylvia Chai, T.L. Glaspey, Tammy King, Tana Bronk, Tanya Pedersen-Barr, Tasha Burgess, Taylor Brown, Ted Mika, Teresa McClure, Terrance Jones, Terrence Thompson, Terrie Jo Wold, Terry Hasan, Tevet Tee, Theodis Talbert, Theodore Voth, Theresa Scherf, Theresa Stathotos, Thomas Ferrito, Thomas Cali, Thomas Saito, Thomas Clemmer, Thomas Tizard, Tina Noland, TJ Cyrus, Tom Glaser, Tom Brown, Tova Jane, Tracy Feldman, Tracy Troth, Tracy Cole, Trae Smaron, Travis

McMurray, Travis Israels, Travis Foster, Trisha Pahmeier, Trista Rowan, Troye Dylla, Tyler Olsen, Ursula Lenihan, Utkarsh Nath, V Mangum, Val Farrelly, Victor Conway, Victoria Mack, Victoria Szatkowski, Victoria Miller, Virginia Jastromb, Willeo Traver, William Malmros, William Ridgeway, William O'Brien, William Haegele, Willow Kreibich, Wilma Ingram, Wojciech Rowinski, Zakkee Abdullah, Zane Woods, Ta'Mara Hill, Tom Draper, Gae Davis, Vincent Scheckel, Chuck MacLean, Bentley Jackson, C.J. Ross, Ashley Quinones

### Item 3: Discriminatory Conduct

**Item 3: Concern that the term “discriminatory conduct” is vague, doesn’t define “pattern of conduct” or “egregious” , could include churches, or is difficult to apply –**

**256 Concerned Comments from:** MSA, MPPOA, MCPA, Teamsters, True North Legal, LMC, Ryan McCann, Jacob Ruppert, Patrick Scott, Misty Crable, Amanda Mohs, Travis O’Leary, Wayne Hatlestad, Hector Mena-Carrion, Bill Hanson, Scott Schlender, Kristen Tomlinson, Thomas Martinez, Matthew Norland, Mathew Hollihan, Eric Christenson, Joseph Huettl, Michael Frank, Alex Clement, Mark Hanneman, Nancy Frank, Michelle Frascione, Richard Hodsdon, Nicole Reno, Jacob Hagen, Emilio Castro, Garret Leonard, Shannon Boerner, Scott Kostohryz, Andrea Burdick, Genevieve Frye, Joshua Adams, Matthew Kohling, Todd Langevin, Jeffrey Wiborg, Chris Martin, Joe Stradinger, Allie Simonett, Robert Gilmore, Kyle Russell, Malaki Walker, Tony Flerlage, David Rydberg, Ryer Anderson, Thomas Schneider, Darrell Meyer, Stephanie French, Christopher Anderson, Ryan Schipper, Bert Otto, Steven Routhe, Andy Lemkuhl, Dillon Nelson, Jason Jensen, Nate Walton, Cole Petroske, Aaron Widmark, Brenda Keenan, Elliot Faust, Patrick Gast, Taylor Halverson, Pat Pickar, James Logan, Brian Bone, Amy Rahlf, Mark Reding, Trent Wurtz, Darcy Weinrich, Edward ODonnell, Jeff Lester, Jordan Lund, Caleb Silgjord, Max Yakovlev, Ryan Pearson, Nicholas Bjorndahl, Nathan Henkemeyer, Dan Miller, Justin Janson, Casey Murphy, Stephanie Miner, Troy Edmond, Matthew Wyatt, Tom Danielson, Chris Fjeld, John Bata, Collin Palm, Richard Walker Sr, Caleb Tesdahl, Chris Barber, Alexander Pfaff, Adam Burnside, John Wright, Scott Durdall, Craig Anderson, Vedran Tomic, Matt Loken, Trevor Eder, Garrison Lenz, Grant Feddersen, Harrison Bray, Ryan Jacobson, Brad Eisel, Colton Herman, Cohlman Rutschow, Gregory Marx, Angela Osbeck, Sean McKnight, Shannon Russ, Terry Bitney, Thomas Gagnon, Todd DeJong, Ty Sharpe, B Johnson, Brad Schoenherr, Matthew Riekona, Michael Seafolk, Mike Kleber, Mike Passig, Nellie Torgerson, Nicholas Bruns, Brian Peters, Brian Casey, Carl Schwanbeck, Chad Norman, Chase Davis, Corey Sveen, Craig Jacobsen, Dan Rocheleau, David Dezell, Delmar Ellis, Doug Rotta, Erik Byro, Gage Litzner, Glenn Perez, Jeffrey Marx, Jim Storey, John Riley, Jon Karger, Justin Armstrong, Booker Hodges, Brady Burnside, Brady Juell, Brent Baloun, Casey Jansky, Chad Houde, Correy Farniok, Craig Kreiling, Dave Bentrud, David Ulmen, David Wilske, Ernie Beitel, Jason Borash, Jason Schmitz, Jeff Appel, Jesse Smith, Jim Crace, Jim Exsted, Jim Hughes, Jon Mangseth, Joshua Hanson, Katie McMillin, Lenny Austin, Mark Elliott, Mark Taylor, Michael Harcey, Nicole Mattson, Paul Enga, Paul Schley, Robert Carlson, Rodney Seurer, Todd Schuster, Troy Appel, Wayne Schreiner, Allen Anderson, Andrew Mahowald, Barry Fitzgibbons, Bill Flatten, Bill Jacobson, Brad Johnson, Brandon Thyen, Brent Erickson, Brett Mason, Brian Cruze, Brian Smith, Brian Tholen, Chad Meester, Chris Johnson, Christopher Caulk, Darin Halverson, Darren McKernan, David Laven, Don Lorge, Eric Holien, Eric Klang, Eric Wallen, Ernie Beitel, Evan Verbrugge, Gary Fish, Heath Landsman, James Stuart, James Tadman, Jason Kamerud, Jason Seidl, Jason Warnygora, Jeff Nelson, Jesse Thomas, Joe Schoon, Joel Brott, Josh



*Guenther, Josh Winter, Justin Wood, Kelly Lake, Kevin Torgerson, Kevin Carlson, Kyle Burton, Kyle Drum, Lisa Lovering, Lonnie Marcyers, Mark Haberer, Marty Kelly, Nicholas Loperfido, Paul Coughlin, Patrick Nienaber, Rob Bowker, Rodney Bartsh, Ross Litman, Ryan Franklin, Scott Goddard, Sean Deringer, Shawn Haken, Shawn Larsen, Steve Och, Stephen Landsem, Tim Langenfeld, Tim Leslie, Todd Glander, Tom Burch, Trevor Wright, Troy Heck, Wade Book, Wayne Seiberlich*

#### Item 4: Support for Hate Group Rules – Standards of Conduct Supb. 1(H)

**1,088 Supportive Comments from:** *AFL-CIO, NAMI MN, Center for Victims of Torture, CUAPB, The Advocates for Human Rights, Council for Minnesotans of African Heritage Florence Taitel, John Satorius, Jackie Kellejtt, Clare Murphy, Jay, Sara Aase, Debra Buschette, Michele McCrary, Pete Gamades, Anna Kremer, Andrew Hatle, Kevin Brown, Darnell Williams, Mark Lundell, Angela Fuller, Jennifer Duncan, Suzanne Skorich, Enrique Gentzsch, JB Gonzalez, Colleen Fritz, Denice Gibbs-Putnam, Sally Gabriel, Ann Akremer, Peggy, Marti G, Mary Adair, Hayley Saccoman, Peter Eichten, Gabe Flores, Mary Weber, Kathleen Sewell, Humberto Martin, Michelle Price, Kyla Cromer, Bruce O'Brien, Aiysha Mustapha, Marcia Greenfield, Samuel Clark, Mary Kaluza, Barbara Prindle, Faith Smith, James Roth, Tracy Swenson, Courtney Helgoe, Byron Richard, Erin Thompson, Ruth Thomas, Anansi Wilson, Lyndsey Harter, Susu Jeffrey, Eva Margolis, Dan Peltzman, Irene Greene, Sandra K. Simonson, Shirley Rutherford, Catherine Burns, Jes, Jennifer Madigan, Raymond Wager, Jessica Frehse, Paul Crist, Peter Molenaar, Mike Rivard, Terelle Shaw, Brooke Nelson, Diane Peterson, Kimberly Milliard, Wes Burdine, Denise Alden, Nicole Holliday, Lori Bardal, Karina Abramowski, Spencer Polk, Laura Schrank, Alexander Dart, Andrew Ensign, Casper Batica, Alexa Ricciardi, Emily H, Kristy Giles, Nicholas Harrod, Lacey Phillips, James Leon, concerned citizen, Christie Kess, Leslie Junemann, John Andersen, Clara Mciver, Audrey Boyle, Lochlan Stuart, Stacey Gurian-Sherman, Lara Bergman, Christof Rochel, Annika Wulf, John Humphrey, Karen Smudski, Booker Hodges, Lynda McConnell, Drew Rosielle, Dan Turner, Frances Shepherd, Twyla Olson, Reimagining Public Safety Committee of the Minneapolis League of Women Voters, Meghan Grossman, Lindsay Turner, Carla Bruenig, Jane Lansing, Patrice Koelsch, Karen Barstad, Edmund Kelley, SJ Butler, Scott Russell, Yvonne Pearson, Michelle Gross, Karen Bohaty, Jacob Boucher, Steven Timmer, Theodore Rose, Cara Mclver, Ta'Mara Hill, William Williams, Self, Tanya Pedersen-Barr, Dennis Hauck, Troye Dylla, Donna Sawyer, Pamela Isham, Mary Grace, Johnson Jody, Susan Gust, Noah Hanmer, Elizabeth Gieseke, Mian-Moaz Uddin, Raymond Valinoti, Sarah Dallosto, Pastor Katie Matson-Daley, Christine Fenske, Emily Hoppenworth, Janet Wolf Wells, Briana Soroko, Miguel Hernandez, Tasha Burgess, Trista Rowan, Regina VanArnham, Krystle Johnson, Sabrina Denardo, Sue Johnston, Kendra Kendrick, Sarah Saarela, A Martin, A.R. Puccio, Abbie Diehl, Abby Harthorn, Abdullahi Mohamud, Abdullahi Omar, Afzal Mohamed, Agnes Hetzel, Ahmad Rahman, AJ Cho, Akua Lezlie Hope, Alan Carter, Alethea Kehas, Aleva McDaniel, Alex Stavis, Alexander Honigsblum, Alexandra Tighe, Alexandra Pappano, Alfonso Williams, Alfreda Goode, Ali Uluyol, Alice Foust, Alida Markgraf, Alisha Nikols, Alison Behnke, Allan Campbell, Allen Price, Alphonso Rodriguez, Alyssa Fung, Alyssa Dequeant, Amber Ruel, Amber H, Amelia Hansa, Amy Grace, Amy Pagett, Anahata Iradah, Analina Kowalski, Anam Hasan, Ande Kobek, Andrea Kuenning, Andrew Kistler, Andrew Arellano, Andrew Ashburn, Andrew Schwartz, Angela Akintokun, Anika Clay, Anita Sutton, Anita Wucinic-Turner, Ann Curoe, Ann Dorsey, Anna Wiskerchen, Anna Tangi, Anne Norgaard, Anne Haggerty, Anne Kriz, Anthony Ricciardi, Anthony Miller, Anya Klepacki, Ariel Bodnar-Klein, Arly Crawte, Arthur RBosenberg, Arthur van der Harten, Arthur Eldridge, Ashlee Jones, Ashley Weaver, Ashley Ouellette, Ashley Blackwood,*



Aurora Mata, B Abercrombie, Ballinger Kemp, Bara Berg, Barbara Hartman, Barbara Janssen, Barbara Brigham, Barbara Baylin, Barbara Newman, Barbara Harper, Barbara Barham, Barry Ergang, Barry Parker, Barry Krieger, BC Shelby, Ben Weiss, Benjamin Gieseke, Benjamin Accorso, Bernadette Miller, Bernardo Mujica, Bernice Reinharth, Beth Feckter, Beth Gendler, Beth Hogan, Beth Newton, Beth Darlington, Betsey Porter, Beverly Mitchell, Beverly Evans, Beverly Antonio, Bianca deLeon, Bill Sorem, Birgit Hermann, Blaise Brockman, Bob Robbins, Bob Miller, Bob Lichtenbert, Bobbie Okazaki, Bonnie Nord, Bonnie Maller, Bonnie Burke, Bonnie Poland, Bonnie German, Brad Bronk, Brad Snyder, Brandon Juhl, BreAnna Bemboom, Bree M, Brenda Morgan, Brent Rocks, Brett O'Sullivan, Brian Kuhn, Brian Love, Brian Florian, Briana Soroko, Brianna Inamagua, Brice Suprenant, Brit Hiedeman, Brittanni Bowers, Britton Saunders, Brooke Knight, Bruce Coston, C S, C Busby, Candace Stolley, Candice Lowery, Carissa Lick, Carlyn Alexander, Carol Dudek, Carol Nakamura, Carol Carlson, Carol Creech, Carole Helmkamp, Carolyn Hazen, Carolyn Pressler, Carolyn Yee, Caryn Graves, Cate Mulligan, Catherine Bray, Catherine Gonzales, Catherine Critz, Catherine Foley, Catherine Alsafi, Catherine Beauchamp, Cathleen Clark, Cecil Philip, Celia Foster, Chan Darby, Charlene Greynolds, Charles Byrne, Charles Loubert, Charles Kuyper, Charlotta Ball, Chas Griffin, Cheri Haram, Cherron Williams, Cheryl Eames, Cheryl Croci, Chris Williams, Chris Guillory, Christa Ernst, Christian Butts, Christine Fenske, Christine Doulis, Christine Ciavarro, Christopher Ware, Christopher Mejia, Chrystal Davids, Cindy Hatcher, Cindy Borske, Clair Daley, Claire Mathews-Lingen, Claudia Lurie, Cody Goin, Colette Flank-Bunz, Colleen Stoneburner, Concepcion Elvira, Connie Lindgen, Cornelia Jensen, Courtney Birkett, Cristine Barsanti, Cynthia McKeen, Cynthia Edwards, Cynthia Sidaris, D Carr, D Gryk, Dale White, Dalia Salgado, Dallas Windham, Dan Wicht, Danielle Korby, D'Anna Fortunato, Daphne Williams, Darren Frale, Daryl Jackson, Dave Frank, Dave Whipple, Dave Kisor, David Hecht, David Snyder, David Williams, David Perry, David Jaffe, David Stevens, David Jones, Dawn Robinson, Debbie Spear, Debi Mohan, Deborah Bauman, Deborah Cosentino, Deborah Hughes, Debra Larson, Deidre Brown, Dennis Hauck, Denny Duncan, Derek Brou, Derek Benedict, Desiree Wilson, Diana Dahlman, Diane Sheffield, Diane Lamont, Diane Krassenstein, Diane Wynne, Diane Krell-Bates, Diane Sparks, Dianna Mullen, Dianne DiFante, Dick Dierks, Dodou Jome, Dolly Thomas, Don Thompson, Don Adair, Donald Schwartz, Donald Madrey, Donna Grubbs, Donna Lozano, Donna Sharee, Donna Janke, Donna Sawyer, Doris Karnila, Dorothy Brooks, Dorothy Brockgreitens, Doug Wagoner, Duncan Baruch, Dylan Howell, Eda A, Edith Ogella, Edric Knight, Edward Kavanaugh, Edward LeBlanc, Edwin Martin, Eileen Chieco, Eleanor Morris, Eli Scarr, Elizabeth Gieseke, Elizabeth L, Elizabeth Cano, Elizabeth Adan, Elizabeth Terbrock, Elizabeth Ndoye, Elizabeth Schauer, Elizabeth Kelly, Ellen Ross, Ellen Wasfi, Ellen Parker, Elliot Bronwein, Elsa Petersen, Emer Griffin, Emilie McCarthy, Emily Hoppenworth, Emily Koritz, Emily Wishman, Emma Kippley-Ogman, Emma Capman, Emma Goode-DeBlanc, Emma Miniscalco, Eric Daigre, Eric West, Eric Wollscheid, Erin Johnson, Eugene Mariani, Evelyn Moody, F Taylor, Faduma Mohamud, Faith Strailey, Felicia Jennings-Byrd, Felicity Figueroa, Felicity Hohenshelt, Fran Sherry, Frances Goff, Frances Saykaly, Francesca Tulski, Frank Belcastro, Fred Davis, Freda Ballas, Freddie Sykes, Gabriel Graubner, Gail Crawford, Gail Blumberg, Gail Battaglia, Gary Kansas, Gary West, Gay Goden, George Parrish, Geraldine Thompson, Gladys Overton, Gloria Lewis, Gloria Boyd, Grace Sullivan, Grace Ukoha, Greg Stawinoga, Greg Sells, Greg Bolter, Gregory Kay, Guy Merckx, H F, Hana Levin, Hannah Spaid, Hannah Knerr, Harriet McCleary, Harry Greenberg, Heather Dunford, Heather Roberts-VanSickle, Heather Roberts, Helena Gallant, Helmut Platzer, Henry Bishop, Holly Hall, Holly Taylor, Hothefah Alkusari, Howard Lepzelter, Howard Eisenberg, Hugo Joza, Ian Rosenthal, Ian Kent, Ijeoma O, Immanuel Pettigrew, Isabella Fregoso, Iskra Dejanovic, Izzy Mika, J Kronick, J Cole, Jackie Mracek, Jacob Palacios, Jacqueline Stewart, Jacqueline Birnbaum, James Osterholt, James Mundy III, James Kawamura, James Hansler, James Bachman, James Davis, James Gregory, James Stamos, Jami Shaver, Jamie Plouff, Jan Herbert, Jan Bird, Jane Leavitt, Jane Mcmill, Jane Barron, Janelle McCarthy, Janet Wolf Wells, Janet Gould, Janet Cavallo, Janie Mendiola, Janna Piper, Jared Soll, Jasmine Greenwood, Jason Wheeler, Jaye Trottier, Jayne Holtman, Jean Bails, Jean Ross, Jean Wiant, Jeanne Gallaher, Jeanne Irons, Jeff Jones, Jeff Morris, Jeffrey Hurwitz, Jeffrey White, Jeffrey Johnson, Jen Crum, Jenifer Klotz, Jennifer Waters, Jennifer Smith, Jenny Howe, Jenzi Silverman,

Jerome Hoffman, Jess Zelniker, Jessica Sundin, Jessie Sarber, Jessyca Shepherd, Jill Davidson, Jillian Sang, Jim Nasella, Jim Abbondante, Jo Tyler, Joan Binder, Joan Andersson, Joan Hoff, Joan Agro, Joan Poss, Joe Sokolinsky, Joe Tilley, Joel Flank, John Mercer, John Miller, John Payne, John Cooper, John Golding, John Badila, John Staunton, John Lynn, John Nelson, John Schreiber, John McKenzie, John Viacrusis, John Willis, Johnny Fifles, Johnson Jody, Jona Munoz, Jonathan Gershberg, Jonathan Chu, Jorge Agostinho, Joseph Giffen-Hunter, Joseph Dadgari, Josias Berganza, Joy Dordick, Joyce Mast, Joyce Trumpet, Judi Weiner, Judith Linden, Judith Bachand, Judy Kushner, Judy Guggenheim, Julene Weaver, Julia Cipolla, Julia Wade, Julie Smith, Julie Kanoff, Julieta Hernandez, Julius Anderson, June Taylor, Jussi Gamache, Justin Knoop, Justin Philipps, Justin Evans, Kalen Lehmann, Kally Muenster, Karen Smudski, Karen Hellwig, Karen Pedersen, Karen Montana, Karen Naifeh, Karen Wells, Karen Colburn, Karen Berger, Karen Preston, Kari Hurst, Kari Stringer, Kari Rueckert, Karla Henderson, Karyn Goff, Kate Havelin, Kate Vickery, Katherine Dugarm, Katherine Bongfeldt, Katherine Aker, Katherine Dander, Katherine Lake, Katherine ArmstrongBarone, Kathrin Stumpf, Kathryn Petonke, Kathy Grieves, Kathy Shores, Kathy Simington, Katie Matson-Daley, Katie Shepherd, Kay Houst, Kay Bracero, Kellilee Williams, Kelly Streit, Kelsey Romero, Kendra Kendrick, Kenji Kiritani, Kenneth Mosher, Kevin Morris, Kevin Milam, Kimberly Spencer, Kimberly Bouchard-Shapiro, Kimberly Allen, Kira Jensen, Kit Reiner, Kristen Lund, Kristen Douglas, Kristin Huntoon, Kristina Zweig, Kristof Haavik, Kristy Giles, Krystle Johnson, Kylara Hunter, Kyle Jones, Kyle Johnson, L Adams, LA Toner, Lamar Townsend, Lance Ofenloch, Lark Weller, Larry Nelson, Larry Bernard, Larry Fish, Latounzia Buchanan, Laura Regan, Laura Nuckols, Laura Lyons, Laura Hanks, Laura Neiman, Laura Huddlestone, Laurel Cameron, Laurie Franklin, Laurie Fraker, Lawrence Owen, Layne Horwitz, Leah Seeger, Leah Villa, Lee Bodkin, Lena Scherfenberg, Lena Fine, Leona Konkel, Leonetine Willis, Les Rivkin, Leslie O'Loughlin, Letitia Noel, Linda Curtin, Linda Myers, Linda Rushoe, Linda Roberts, Linda Wasserman, Linda Indyke, LindaLee McEchronTaylor, Lindsay Thompson, Lindsey Richter, Lindy Von Dohlen, Lisa Zales, Lisa Giovanazzi, Lisa Schoultz, Lisa Foley, Lisa McDaniel, Lisa Hoffman, Lisa Forsell, Liz Lundquist, Liz D, Lloyd DeWald, Lois Dunn, Lori Stefano, Louise Quigley, Louise Stark, Lucas Klein, Lutfiyyah Rasul, Lutfiyyah Rasul, Lyle Shirely, Lyn Pegg, Lyndsey Harter, Lynn Betteridge, Lynn Wilson, Lynn Skibinski, Lynnette Simon, M M, M Freiberg, M.D. Block, Madi Larson, Malcolm Perry, Mali Henigman, Marc Beschler, Marc Wantuch, Marc Liu, Marcel Liberge, Marcus Williams, Margaret Beegle, Margaret Richardson, Margret Cifaldi, Mari McShane, Mari Matsumoto, Marian Broida, Marianne Brems, Marianne Sinsi, Marie Herron, Marie Garescher, Marilyn Slickman, Marion Schulman, Mark Schroeder, Mark Houdashelt, Mark Koritz, Mark Grotzke, Mark Forsyth, Mark Hemenway, Mark Giordani, Mark Proa, Mark Glasser, Marlena Fearing, Marnie Scheinberg, Marta Peters, Martha Shelley, Martha Arreguin, Martha Eberle, Martin Robbins, Mary Mulherin, Mary Grace, Mary Harvey, Mary Kaysinger, Mary Root, Mary Lebert, Mary True, Mary McMahan, Mary Eastman, Mary Tuma, Mary Bissell, Mary Sharp, Mary Ann VandeVusse, Mary Lou Ott, Marya Zanders, Matt Cornell, Matt Bender, Matt Geer, Matthew Boguske, Matthew Beckler, Matthew Shuh, Maura Hurley, Maureen Swenson, Maureen North, Max Burg, Maxence Caillaud, Maya Moiseyev, Medley Byers, Meera Cheriyan, Megan Swoboda, Megan Lepore, Meghan Mcnamer, Melissa Lund, Melissa Chitwood, Melvin Zimmerman, Melvin Taylor, Mercy Grieco, Mia L, Mian-Moaz Uddin, Michael Shapiro, Michael Kadoya, Michael Cowl, Michele Glick, Michele Hondo, Michele Chavez, Michelle Benes, Michelle Graves, Michelle McKenney, Michelle Rojas, Miguel Hernandez, Miguel Avila, Miguel Ossorio, Mike Z, Miles Bergeson, Milton Davis, Mim Biskus, Mimi Barress, Mir Faugno, Miriam Paisner, Mohammad Arsalayee, Monica Allen, Monica Davalos, Monique Christensen, Monique Crandon, Morgan Steele, Morgan K, Morgan Torbett, Murray Kaufman, Myra Schegloff, Myron Mohr, Nadine McNiff, Nancy King, Nancy Cowger, Nancy Withington, Naomi Klass, Natalie Taber, Natasha Villanueva, Natasha Anderson, Nathan Roberts, Nawal Tamimi, Nea Simone, Nelson S, Nicholas Erdos-Thayer, Nicola Kountoupes, Nicole Everling, Nicole Durden-Mundy, NK A, Noah Hanmer, Oluremi Esuruoso, P B, Pablo Wegesend, Paige Frondell, Pam Thomas-Hill, Pam Datwyler, Pam Evans, Pamela Isham, Pamela Martin, Pamela Grieser, Pamela McGraner, Pat Dosky, Patience Hayes, Patrice Tett, Patrice Wallace, Patricia Annoni, Patricia Auer, Patricia Stevens, Patrick Tschida, Patrick De La Garza Und

Senkel, Patti Randles, Patty Ridenour, Patty Navarrete, Paul Moss, Paul Christian, Paul Palla, Paul Mueller, Peggy Luna, Pete Boisclair, Peter Molenaar, Peter Kahigian, Philip Dooley, Phillip Lowry, Priscilla Martinez, Tippens, Rachel Goligoski, Rachel Lisk-Podvalnyy, Rachel Schmitt, Rachel Magnavite, Rachel Hickok, Rachel Henning, Raleigh Koritz, Ramona Draeger, Randa Johnson, Randi Byron, Randy Davis, Randy Harrison, Rashard Zanders, Raymond Valinoti, Rebecca Donley, Rebecca Roberts, Rebecca Hall, Regina VanArnam, Regina McIntyre, Renee Montville 2, Renee Montville, Richard Clough, Richard Vestal, Richard Steele, Richard Mell, Rico Lara, Rita Glasscock, Rita Gnap, RJ Cooper, Robert Snyder, Robert Jensen, Robert Burk, Robert Astyk, Robert Sapp, Robert Baer, Robert Peters, Robert Nehmad, Robert Veralli, Robin Carden, Rod Hemmila, Rodney Harris, Rodolfo Nieto, Roger Bramlett, Roger Schmidt, Ron P, Roon Makhtal, Rory O'Brien, Ros Gladman, Rosalie Corliss, Rosemary Frazel, Roxie Piatigorski, Royal Williams, Ruby Muhammad, Russell Ziegler, Ruth Einstein, Ruth Yurchuck, Ruth Dayton, Ryan W, Ryan Keane, Sabri Fair, Sabrina Denardo, Sagar Patel, Sam MacKenzie, Samatha Schwing, Sammantha Neys, Sandra Schomberg, Sandruel White, Sandy Williams, Santwana Dasgupta, Sara Knauz, Sarah Saarela, Sarah Dallosto, Sarah Clark, Sarah Rowe, Scott Korman, Scott Taylor, Scott Smith, Scott Sheaffer, Sean Edmison, Sean San Jose, Selena McKnight, Selena Brooks, Serena Sabbara, Seth Silverman, Shalomar Loving, Shaneshea Parison, Shannon Donovan, Shari Tarbet, Sharon Rothe, Sharon Bapple, Sharon Longyear, Sheila Bates, Sheila Anderson, Shelley Watts-Cross, Sherif Eldeeb, Sheryl Iversen, Shirley Wooden, Sonia Nunez-Gibbs, Sonja Mydels, Stacey Flournoy, Stacy Nekora, Stacy Clark, Stephanie Thoma, Stephanie Carlson, Stephanie Glatt, Stephanie Thompson, Stephanie Fox, Stephanie Jones, Stephanie Cuellar, Stephen Krokowski, Steve Delgadillo, Steve Graff, Steve Hersch, Steven Anderson, Steven Palmore, Steven Andrychowski, Steven Cypher, Steven Kuntzman, Steven Vogel, Stuart Knappmiller, Stuart Rubinow, Sudha Jamthe, Sue Johnston, Sue Eriksson, Susan Gust, Susan Hanlon, Susan Levin, Susan Farquhar, Susan Coyle, Susan Deaton, Susan Castelli-Hill, Susan Cox, Susan Harrie, Suzanne Apel, Suzanne M, Suzie Garrett, Sybil Schlesinger, Sylvia Lambert, Sylvia Brown, Sylvia Chai, T.L. Glaspey, Tammy King, Tana Bronk, Tanya Pedersen-Barr, Tasha Burgess, Taylor Brown, Ted Mika, Teresa McClure, Terrance Jones, Terrence Thompson, Terrie Jo Wold, Terry Hasan, Tevet Tee, Theodis Talbert, Theodore Voth, Theresa Scherf, Theresa Stathotos, Thomas Ferrito, Thomas Cali, Thomas Saito, Thomas Clemmer, Thomas Tizard, Tina Noland, TJ Cyrus, Tom Glaser, Tom Brown, Tova Jane, Tracy Feldman, Tracy Troth, Tracy Cole, Trae Smaron, Travis McMurray, Travis Israels, Travis Foster, Trisha Pahmeier, Trista Rowan, Troye Dylla, Tyler Olsen, Ursula Lenihan, Utkarsh Nath, V Mangum, Val Farrelly, Victor Conway, Victoria Mack, Victoria Szatkowski, Victoria Miller, Virginia Jastromb, Willeo Traver, William Malmros, William Ridgeway, William O'Brien, William Haegele, Willow Kreibich, Wilma Ingram, Wojciech Rowinski, Zakkee Abdullah, Zane Woods

## Item 5: Required Agency Policy – Public Assembly-First Amendment Activity

### **6700.1615 Required Agency Policy Subp. 1(A)(8) public assembly-first amendment activity policy**

**1,005 Comments supporting:** AFL-CIO, NAMI MN, Center for Victims of Torture, CUAPB, The Advocates for Human Rights, Reimagining Public Safety Committee of the Minneapolis League of Women Voters, Meghan Grossman, Anika Wulf, Edmund Kelley, Yvonne Pearson, Frances Shepherd, Tess Dornfeld, Lynda McDonell, Will Cooley, John Humphrey, Lindsay Turner, Dan Turner, Britta Dornfield, Lynn Boeck, Patrice Koelsch, John A. Satorius, Drew Rosielle, Michele McKenzie, Scott Russell, Jane Lansing, Karen Barstad, Karen Smudski, Rachel Goligowski, Courteney Ross, John Vergin, Mia Nosanow, Karen Wells, Sara Aase, Hans Wucherpennig, Rachel Poleke, Kyla Cromer, Jackie Kellett, Krista Schweppe, Karina Abramowski, Kristy Giles, concerned citizen, Humberto Martin, Spencer Polk, Austin Gerth, William Moore, Emily H, Jame Leon, Val Barnes, Jaime Ballard, Alexandra Dart, Diane Peterson, Paul Crist, Lori Bardal, Denice Gibbs-

Putnam, Kimberly Milliard, Catherine Burns, Sarah Cham, Kyle S, public sector, Nina Grove, Krista Schweppe, Leonard Madsen, Nila Gouldin, Cara Letofsky, James Hagggar, Marti G, Leslie Redmond, Hayley Saccoman, Barbara Prindle, James A Pierre Louis, Mary Weber, Byron Richard, Erin Thompson, Michelle Price, Astin Gerth, A Martin, A.R. Puccio, Abbie Diehl, Abby Harthorn, Abdullahi Mohamad, Abdullahi Omar, Afzal Mohamed, Agnes Hetzel, Ahmad Rahman, AJ Cho, Akua Lezlie Hope, Alan Carter, Alethea Kehas, Aleva McDaniel, Alex Stavis, Alexander Honigsblum, Alexandra Tighe, Alexandra Pappano, Alfonso Williams, Alfreda Goode, Ali Uluyol, Alice Foust, Alida Markgraf, Alisha Nikols, Alison Behnke, Allan Campbell, Allen Price, Alphonso Rodriguez, Alyssa Fung, Alyssa Dequeant, Amber Ruel, Amber H, Amelia Hansa, Amy Grace, Amy Pagett, Anahata Iradah, Analina Kowalski, Anam Hasan, Ande Kobek, Andrea Kuenning, Andrew Kistler, Andrew Arellano, Andrew Ashburn, Andrew Schwartz, Angela Akintokun, Anika Clay, Anita Sutton, Anita Wucinic-Turner, Ann Curoe, Ann Dorsey, Anna Wiskerchen, Anna Tangi, Anne Norgaard, Anne Haggerty, Anne Kriz, Anthony Ricciardi, Anthony Miller, Anya Klepacki, Ariel Bodnar-Klein, Arly Crawte, Arthur Rosenberg, Arthur van der Harten, Arthur Eldridge, Ashlee Jones, Ashley Weaver, Ashley Ouellette, Ashley Blackwood, Aurora Mata, B Abercrombie, Ballinger Kemp, Bara Berg, Barbara Hartman, Barbara Janssen, Barbara Brigham, Barbara Baylin, Barbara Newman, Barbara Harper, Barbara Barham, Barry Ergang, Barry Parker, Barry Krieger, BC Shelby, Ben Weiss, Benjamin Gieseke, Benjamin Accorso, Bernadette Miller, Bernardo Mujica, Bernice Reinharth, Beth Feckter, Beth Gendler, Beth Hogan, Beth Newton, Beth Darlington, Betsey Porter, Beverly Mitchell, Beverly Evans, Beverly Antonio, Bianca deLeon, Bill Sorem, Birgit Hermann, Blaise Brockman, Bob Robbins, Bob Miller, Bob Lichtenbert, Bobbie Okazaki, Bonnie Nord, Bonnie Maller, Bonnie Burke, Bonnie Poland, Bonnie German, Brad Bronk, Brad Snyder, Brandon Juhl, BreAnna Bemboom, Bree M, Brenda Morgan, Brent Rocks, Brett O'Sullivan, Brian Kuhn, Brian Love, Brian Florian, Briana Soroko, Brianna Inamagua, Brice Suprenant, Brit Hiedeman, Brittanni Bowers, Britton Saunders, Brooke Knight, Bruce Coston, C S, C Busby, Candace Stolley, Candice Lowery, Carissa Lick, Carlyn Alexander, Carol Dudek, Carol Nakamura, Carol Carlson, Carol Creech, Carole Helmkamp, Carolyn Hazen, Carolyn Pressler, Carolyn Yee, Caryn Graves, Cate Mulligan, Catherine Bray, Catherine Gonzales, Catherine Critz, Catherine Foley, Catherine Alsafi, Catherine Beauchamp, Cathleen Clark, Cecil Philip, Celia Foster, Chan Darby, Charlene Greynolds, Charles Byrne, Charles Loubert, Charles Kuyper, Charlotta Ball, Chas Griffin, Cheri Haram, Cherron Williams, Cheryl Eames, Cheryl Croci, Chris Williams, Chris Guillory, Christa Ernst, Christian Butts, Christine Fenske, Christine Doulis, Christine Ciavarro, Christopher Ware, Christopher Mejia, Chrystal Davids, Cindy Hatcher, Cindy Borske, Clair Daley, Claire Mathews-Lingen, Claudia Lurie, Cody Goin, Colette Flank-Bunz, Colleen Stoneburner, Concepcion Elvira, Connie Lindgren, Cornelia Jensen, Courtney Birkett, Cristine Barsanti, Cynthia McKeen, Cynthia Edwards, Cynthia Sidaris, D Carr, D Gryk, Dale White, Dalia Salgado, Dallas Windham, Dan Wicht, Danielle Korby, D'Anna Fortunato, Daphne Williams, Darren Frale, Daryl Jackson, Dave Frank, Dave Whipple, Dave Kisor, David Hecht, David Snyder, David Williams, David Perry, David Jaffe, David Stevens, David Jones, Dawn Robinson, Debbie Spear, Debi Mohan, Deborah Bauman, Deborah Cosentino, Deborah Hughes, Debra Larson, Deidre Brown, Dennis Hauck, Denny Duncan, Derek Brou, Derek Benedict, Desiree Wilson, Diana Dahlman, Diane Sheffield, Diane Lamont, Diane Krassenstein, Diane Wynne, Diane Krell-Bates, Diane Sparks, Dianna Mullen, Dianne DiFante, Dick Dierks, Dodou Jome, Dolly Thomas, Don Thompson, Don Adair, Donald Schwartz, Donald Madrey, Donna Grubbs, Donna Lozano, Donna Sharee, Donna Janke, Donna Sawyer, Doris Karnila, Dorothy Brooks, Dorothy Brockgreitens, Doug Wagoner, Duncan Baruch, Dylan Howell, Eda A, Edith Ogella, Edric Knight, Edward Kavanaugh, Edward LeBlanc, Edwin Martin, Eileen Chieco, Eleanor Morris, Eli Scarr, Elizabeth Gieseke, Elizabeth L, Elizabeth Cano, Elizabeth Adan, Elizabeth Terbrock, Elizabeth Ndoye, Elizabeth Schauer, Elizabeth Kelly, Ellen Ross, Ellen Wasfi, Ellen Parker, Elliot Bronwein, Elsa Petersen, Emer Griffin, Emilie McCarthy, Emily Hoppenworth, Emily Koritz, Emily Wishman, Emma Kippley-

Ogman, Emma Capman, Emma Goode-DeBlanc, Emma Miniscalco, Eric Daigre, Eric West, Eric Wollscheid, Erin Johnson, Eugene Mariani, Evelyn Moody, F Taylor, Faduma Mohamud, Faith Strailey, Felicia Jennings-Byrd, Felicity Figueroa, Felicity Hohenshelt, Fran Sherry, Frances Goff, Frances Saykaly, Francesca Tulski, Frank Belcastro, Fred Davis, Freda Ballas, Freddie Sykes, Gabriel Graubner, Gail Crawford, Gail Blumberg, Gail Battaglia, Gary Kansas, Gary West, Gay Goden, George Parrish, Geraldine Thompson, Gladys Overton, Gloria Lewis, Gloria Boyd, Grace Sullivan, Grace Ukoha, Greg Stawinoga, Greg Sells, Greg Bolter, Gregory Kay, Guy Merckx, H F, Hana Levin, Hannah Spaid, Hannah Knerr, Harriet McCleary, Harry Greenberg, Heather Dunford, Heather Roberts-VanSickle, Heather Roberts, Helena Gallant, Helmut Platzter, Henry Bishop, Holly Hall, Holly Taylor, Hothefah Alkusari, Howard Lepzelter, Howard Eisenberg, Hugo Joza, Ian Rosenthal, Ian Kent, Ijeoma O, Immanuel Pettigrew, Isabella Fregoso, Iskra Dejanovic, Izzy Mika, J Kronick, J Cole, Jackie Mracek, Jacob Palacios, Jacqueline Stewart, Jacqueline Birnbaum, James Osterholt, James Mundy III, James Kawamura, James Hansler, James Bachman, James Davis, James Gregory, James Stamos, Jami Shaver, Jamie Plouff, Jan Herbert, Jan Bird, Jane Leavitt, Jane Mcmill, Jane Barron, Janelle McCarthy, Janet Wolf Wells, Janet Gould, Janet Cavallo, Janie Mendiola, Janna Piper, Jared Soll, Jasmine Greenwood, Jason Wheeler, Jaye Trottier, Jayne Holtman, Jean Bails, Jean Ross, Jean Wiant, Jeanne Gallaher, Jeanne Irons, Jeff Jones, Jeff Morris, Jeffrey Hurwitz, Jeffrey White, Jeffrey Johnson, Jen Crum, Jenifer Klotz, Jennifer Waters, Jennifer Smith, Jenny Howe, Jenzi Silverman, Jerome Hoffman, Jess Zelniker, Jessica Sundin, Jessie Sarber, Jessyca Shepherd, Jill Davidson, Jillian Sang, Jim Nasella, Jim Abbondante, Jo Tyler, Joan Binder, Joan Andersson, Joan Hoff, Joan Agro, Joan Poss, Joe Sokolinsky, Joe Tilley, Joel Flank, John Mercer, John Miller, John Payne, John Cooper, John Golding, John Badila, John Staunton, John Lynn, John Nelson, John Schreiber, John McKenzie, John Viacrucis, John Willis, Johnny Fifles, Johnson Jody, Jona Munoz, Jonathan Gershberg, Jonathan Chu, Jorge Agostinho, Joseph Giffen-Hunter, Joseph Dadgari, Josias Berganza, Joy Dordick, Joyce Mast, Joyce Trumpet, Judi Weiner, Judith Linden, Judith Bachand, Judy Kushner, Judy Guggenheim, Julene Weaver, Julia Cipolla, Julia Wade, Julie Smith, Julie Kanoff, Julieta Hernandez, Julius Anderson, June Taylor, Jussi Gamache, Justin Knoop, Justin Philipps, Justin Evans, Kalen Lehmann, Kally Muenster, Karen Smudski 2, Karen Hellwig, Karen Pedersen, Karen Montana, Karen Naifeh, Karen Wells 3, Karen Colburn, Karen Berger, Karen Preston, Kari Hurst, Kari Stringer, Kari Rueckert, Karla Henderson, Karyn Goff, Kate Havelin, Kate Vickery, Katherine Dugarm, Katherine Bongfeldt, Katherine Aker, Katherine Dander, Katherine Lake, Katherine ArmstrongBarone, Kathrin Stumpf, Kathryn Petonke, Kathy Grieves, Kathy Shores, Kathy Simington, Katie Matson-Daley, Katie Shepherd, Kay Houst, Kay Bracero, Kellilee Williams, Kelly Streit, Kelsey Romero, Kendra Kendrick, Kenji Kiritani, Kenneth Mosher, Kevin Morris, Kevin Milam, Kimberly Spencer, Kimberly Bouchard-Shapiro, Kimberly Allen, Kira Jensen, Kit Reiner, Kristen Lund, Kristen Douglas, Kristin Huntoon, Kristina Zweig, Kristof Haavik, Kristy Giles, Krystle Johnson, Kylara Hunter, Kyle Jones, Kyle Johnson, L Adams, LA Toner, Lamar Townsend, Lance Ofenloch, Lark Weller, Larry Nelson, Larry Bernard, Larry Fish, Latounzia Buchanan, Laura Regan, Laura Nuckols, Laura Lyons, Laura Hanks, Laura Neiman, Laura Huddlestone, Laurel Cameron, Laurie Franklin, Laurie Fraker, Lawrence Owen, Layne Horwitz, Leah Seeger, Leah Villa, Lee Bodkin, Lena Scherfenberg, Lena Fine, Leona Konkel, Leonetine Willis, Les Rivkin, Leslie O'Loughlin, Letitia Noel, Linda Curtin, Linda Myers, Linda Rushoe, Linda Roberts, Linda Wasserman, Linda Indyke, LindaLee McEchronTaylor, Lindsay Thompson, Lindsey Richter, Lindy Von Dohlen, Lisa Zales, Lisa Giovanazzi, Lisa Schoultz, Lisa Foley, Lisa McDaniel, Lisa Hoffman, Lisa Forsell, Liz Lundquist, Liz D, Lloyd DeWald, Lois Dunn, Lori Stefano, Louise Quigley, Louise Stark, Lucas Klein, Lutfiyyah Rasul, Lutfiyyah Rasul 2, Lyle Shirely, Lyn Pegg, Lyndsey Harter, Lynn Betteridge, Lynn Wilson, Lynn Skibinski, Lynnette Simon, M M, M Freiberg, M.D. Block, Madi Larson, Malcolm Perry, Mali Henigman, Marc Beschler, Marc Wantuch, Marc Liu, Marcel Liberge, Marcus Williams, Margaret Beegle, Margaret Richardson, Margaret Cifaldi, Mari McShane, Mari Matsumoto, Marian Broida, Marianne Brems, Marianne Sinsi, Marie Herron,

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