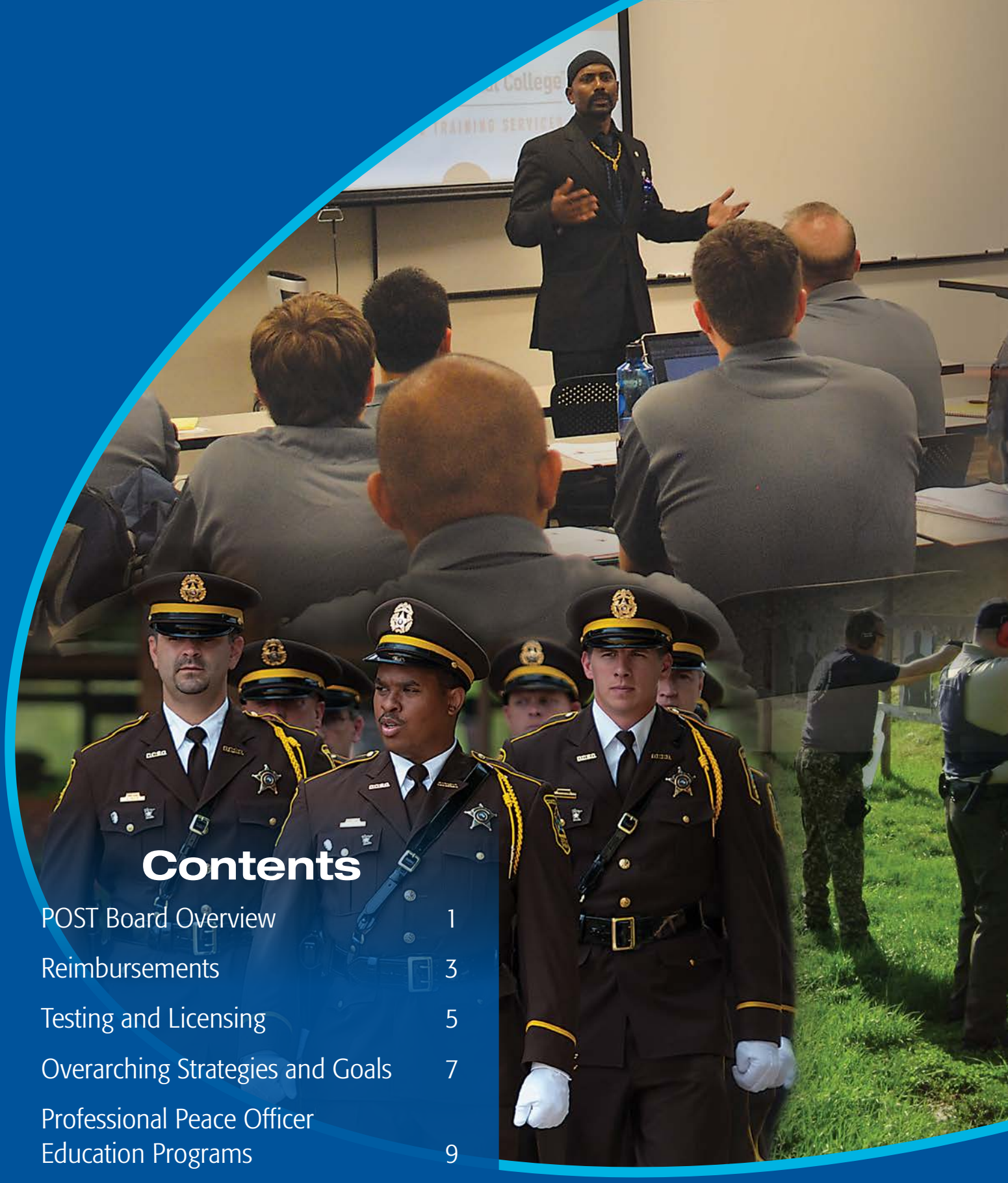
MINNESOTA BOARD OF PEACE OFFICER STANDARDS AND TRAINING

PEACE OFFICER STANDARDS & TRAINING

2015–2020 **Strategic Plan**



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PEACE OFFICER STANDARDS & TRAINING

Introduction

The Minnesota Board of Peace Officer Standards and Training (POST Board) has the authority to adopt administrative rules that establish policies and standards to which all Minnesota Peace Officers must adhere. Established in 1977 after a similar entity was abolished, the POST Board licenses over 12,000 peace officers across the state. This regulatory agency exists to establish licensing and training requirements and set standards for law enforcement agencies and officers.

Mission

The POST Board advances the professionalism of Minnesota's peace officers by adopting and regulating education, selection, licensing and training standards.

POST BOARD OVERVIEW

Background

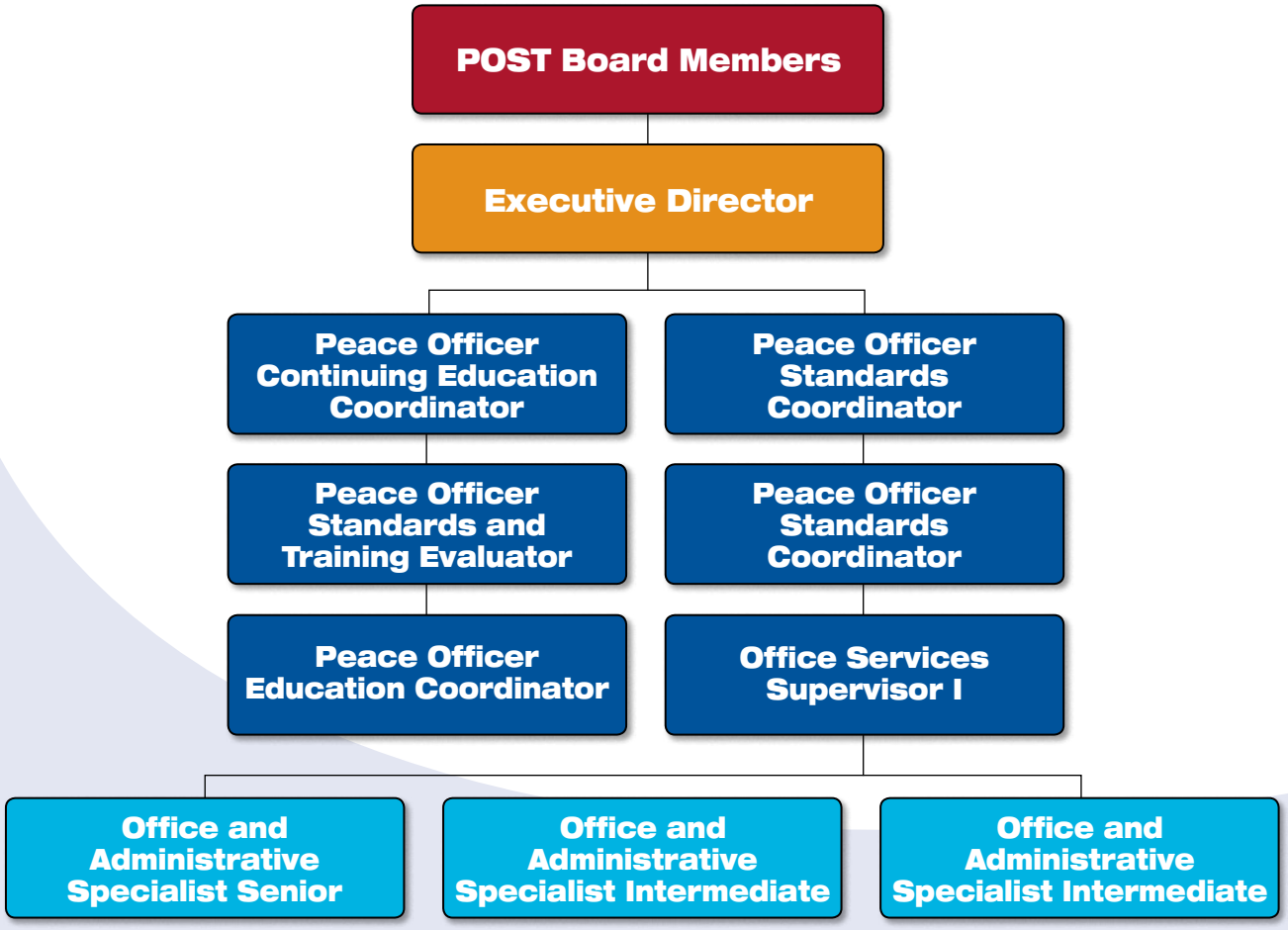
The Minnesota Legislature began regulating the practice of law enforcement in 1967. Today, the POST Board regulates more than 12,000 licensed peace officers and 441 state, county and local law enforcement agencies. The Board also certifies 29 colleges and university programs throughout the state that provide professional peace officer education.

The POST Board's philosophy is to serve as a resource and partner with stakeholders to ensure compliance with legislatively mandated policies and training. Since its inception, the POST Board's licensing standards have been recognized as a model across the nation as Minnesota remains the only state to require all peace officers to obtain a post-secondary degree.

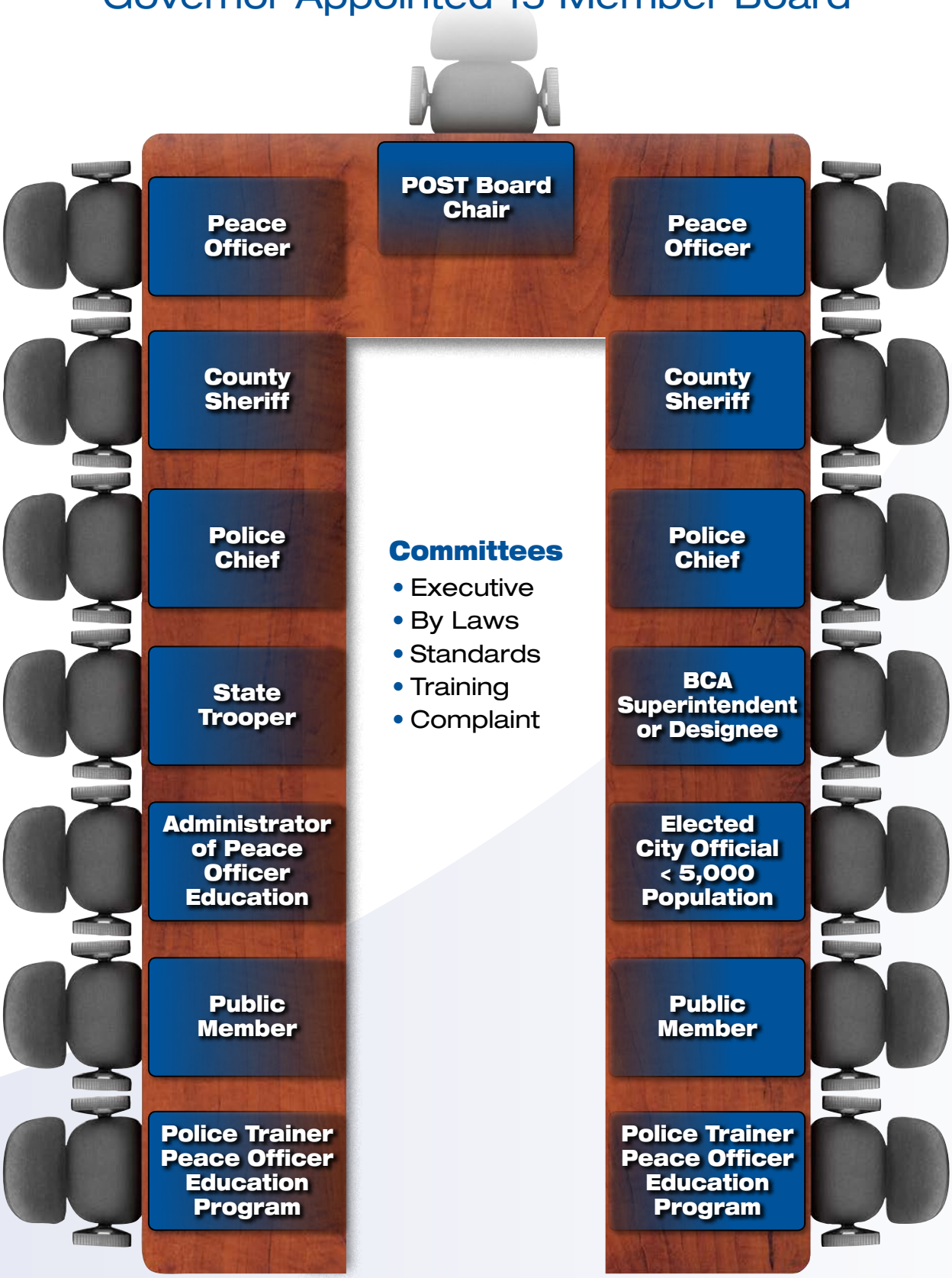
The POST Board

Minnesota's Governor appoints a fifteen member Board and names the chairperson. The POST Board responds to constituents as well as the governor's office, legislature, other state agencies, law enforcement-related professional organizations, stakeholder and community groups. The Board's committee structure supports and sustains the POST Board's regulatory, licensing and compliance functions.

Structure and Functions



Governor Appointed 15 Member Board



REIMBURSEMENTS

Agency Compliance

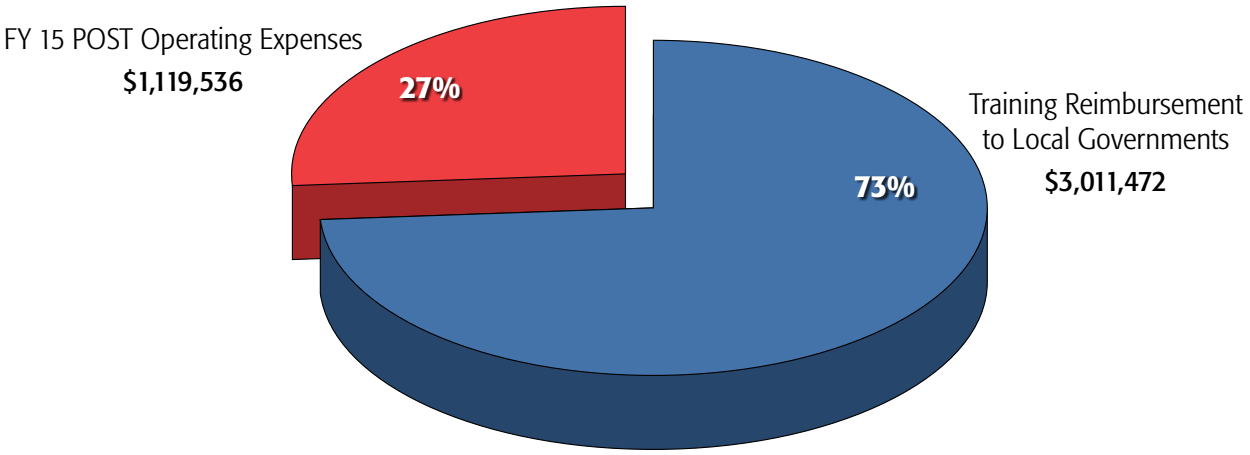
The POST Board's Standards Coordinators conduct on-site compliance reviews of law enforcement agencies throughout the state. Reviews ensure compliance with training standards, officer hiring practices and state-mandated policies in order to promote a more predictable and uniform state-wide delivery of public safety services. The POST Board staff reviews all state law enforcement agencies over a period of five years.

Continuing Education

Furthering the education of peace officers is critical to maintain standards and address society's ongoing and emerging issues. Minnesota requires peace officers to complete a minimum of 48 hours of continuing education within a three year licensing period in order to maintain or renew their license. Peace officers are randomly audited on a yearly basis to ensure compliance with continuing education requirements.

Training Reimbursement

70 to 75% of the POST Board's budget is distributed each year to local units of government as partial reimbursement for costs associated with continuing education training for their officers. POST's reimbursement account is funded by a surcharge on certain criminal and traffic violations and fees collected for the reinstatement of a driver's license in non-DWI related instances.



2015 Reimbursement Account

Total Reimbursement Fund $3,011,472

Total Eligible Officers 9,054

Per Share Amount $333

Total Eligible Agency's 434

Agency's submitted 409

Agencies did not submit . . . . . .24 (consistent with previous FY's)

In Fiscal Year 2015 the per share amount increased $11.37 over FY 14.

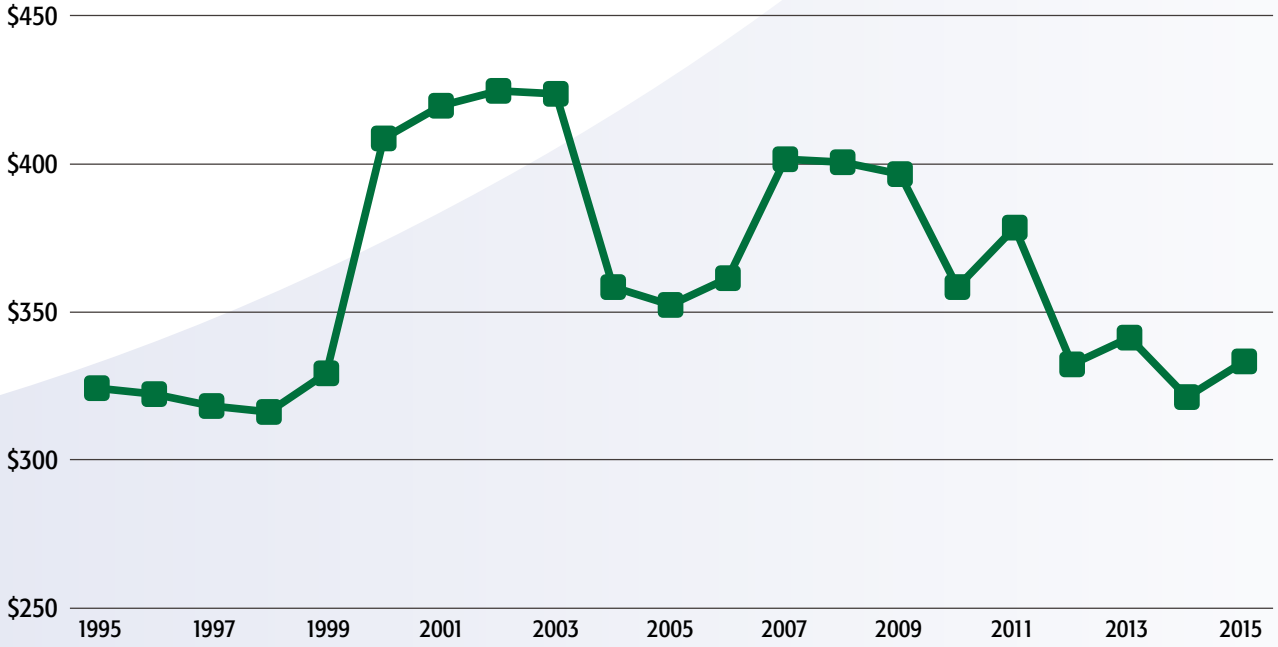
The per-officer share varies from year to year depending on the number of eligible officers submitted by agencies for reimbursement and the account amount. The table on the next page shows the per-officer share for the past twenty one years.

REIMBURSEMENTS

REIMBURSEMENT ACCOUNT YEARS 1995 – 2015

Fiscal Year	Reimbursement Account Total	Eligible Officers	Per-Officer Share	Per-Officer Share Increase/(Decrease)
2015	$3,011,472	9,054	$333.18	$11.37
2014	$2,881,193	8,957	$321.81	($19.94)
2013	$3,040,197	8,905	$341.75	$9.66
2012	$2,985,930	8,999	$332.09	($46.64)
2011	$3,418,656	9,056	$378.73	$20.23
2010	$3,301,853	9,221	$358.50	($37.91)
2009	$3,658,148	9,183	$396.41	($4.13)
2008	$ 3,610,510	9,026	$ 400.54	($1.44)
2007	$ 3,531,464	8,799	$ 401.98	$40.23
2006	$ 3,093,710	8,567	$ 361.75	$9.26
2005	$ 2,918,265	8,285	$ 352.49	($5.62)
2004	$ 2,909,000	8,134	$ 358.11	($65.83)
2003	$ 3,457,461	8,175	$ 423.94	($0.28)
2002	$ 3,450,000	8,163	$ 424.22	$4.89
2001	$ 3,332,600	7,971	$ 419.33	$11.18
2000	$ 3,189,250	7,839	$ 408.15	$78.94
1999	$ 2,455,155	7,466	$ 329.21	$12.71
1998	$ 2,341,741	7,406	$ 316.50	($1.51)
1997	$ 2,300,000	7,247	$ 318.01	($4.42)
1996	$ 2,300,000	7,149	$ 322.43	($2.19)
1995	$ 2,216,461	6,850	$ 324.62	($3.78)

1995 – 2015 REIMBURSEMENT ACCOUNT PER-OFFICER SHARE



TESTING AND LICENSING

Peace Officer Testing and Licensing

The Board's rules require candidates for peace officer licensing meet minimum selection standards including educational, and job-related physical and psychological fitness. All candidates are subject to a thorough background check. The rules also require candidates pass a written examination to be eligible for licensure. Individuals eligible to be licensed receive their license when they are hired by a law enforcement agency.

The POST administers over 1,000 licensing exams per year to:

- Candidates who have completed a professional peace officer education program
- Peace Officers from another state seeking employment in Minnesota
- Candidates with qualifying military experience
- Candidates who want to maintain their eligibility for licensure

Complaints

The POST Board's role is to regulate the management and processing of complaints relative to allegations of administrative rule violations by chief law enforcement officers and for any alleged violation of the standards of conduct for licensed peace officers as defined in Minn. R. 6700.1600. The POST Board does not function as a state-wide internal affairs agency. Complaints relative to a peace officer are handled by the officer's hiring agency.

Budget

Biennium Budget

The POST Board is responsible for developing a budget that responds to needs over a two-year period (biennium).

FISCAL YEARS 2014 – 2015

	2014	2015	Total
Total State Appropriations	$3,870,000	$3,870,000	$7,740,000
Total Deposited to General Fund*	$489,173	$554,945	$1,044,118

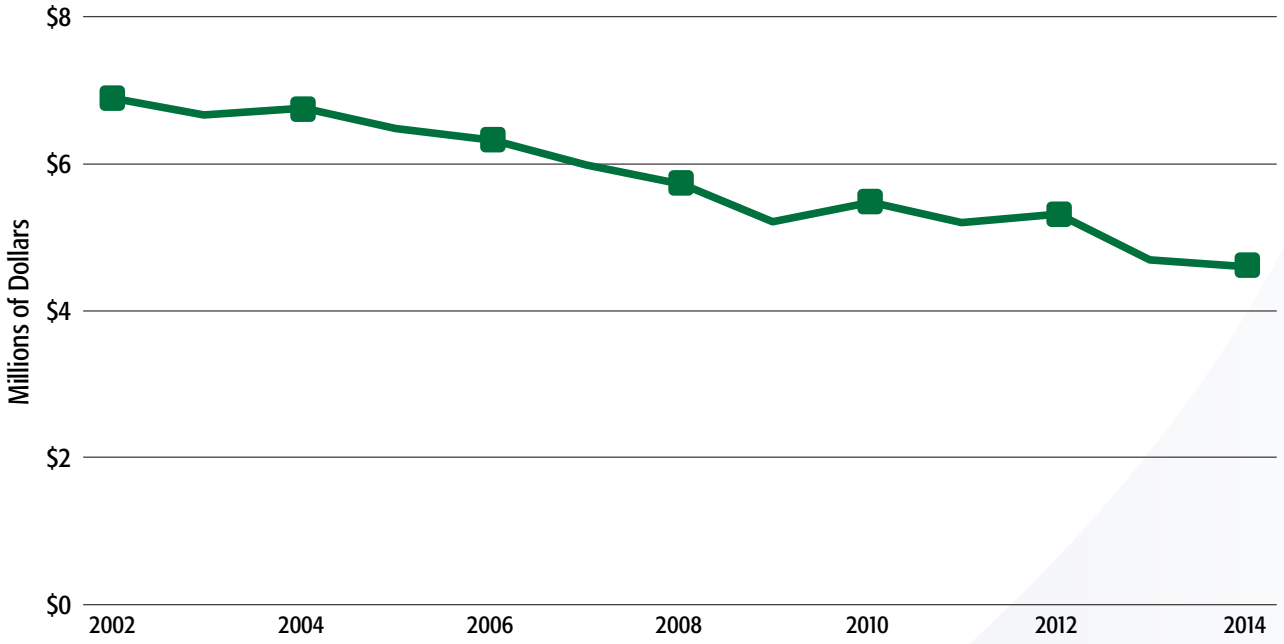
* Includes licensing, renewal and testing fees which are not retained by the POST Board
Source: Biennial Budget System

Budget

The POST Board is funded through a special revenue account from a surcharge on certain criminal and traffic offenses. Although the law (Minn. Stat. 357.021, subd. 6 & 7) directs the state treasurer to credit 39% of the proceeds to the Peace Officer Training Account, POST's budget cannot exceed the legislated base appropriation.

TRENDS FOR CRIMINAL AND TRAFFIC PROCEEDS

(POST Funding for training re-imbursement and operating expenses)



OVERARCHING STRATEGIES AND GOALS

Mission

The POST Board advances the professionalism of Minnesota's peace officers by adopting and regulating education, selection, licensing and training standards.

Ensure Consistency and Accountability for Effective Peace Officer Education and Training

Direction: Provide direction and leadership to ensure desired pre-service and continuing education outcomes to promote peace officer professionalism.

Action: Identify peace officer emerging best practices and develop training that responds effectively to societal trends and changes.

Action: Develop an efficient process for diverse applicants to enter the peace officer profession in Minnesota.

Strengthen Compliance and Auditing Functions

Direction: Maintain professional standards and promote stakeholder support of the industry across the state.

Action: Provide a consistent review for all agencies every 4-5 years to ensure full compliance with state mandates.

Action: Update and streamline complaint process to reflect best practices.

Action: Develop and implement a system for tracking Minnesota peace officers' mandated training and continuing education.

Update POST Board Licensing Exam to Include Online Platform

Direction: Maintain a licensing exam that accurately measures the necessary skill, knowledge and abilities required of a Minnesota peace officer.

Action: Identify subject matter experts to develop, monitor and continuously align the POST Board with education standards.

Action: Deliver a new licensing exam in alignment with learning objectives and position the test for eventual online delivery.

Strengthen Outreach and Communication with Stakeholders

Direction: Demonstrate the relevance of the POST Board as a critical entity in the education and professionalism of peace officers in Minnesota.

Action: Convene and facilitate peace officer-related forums around topics and trends of critical importance to stakeholders.

Action: Proactively seek out media opportunities that highlight the activity of the POST Board.

Action: Develop a public relations outreach strategy that clarifies the POST Board's role in Minnesota.

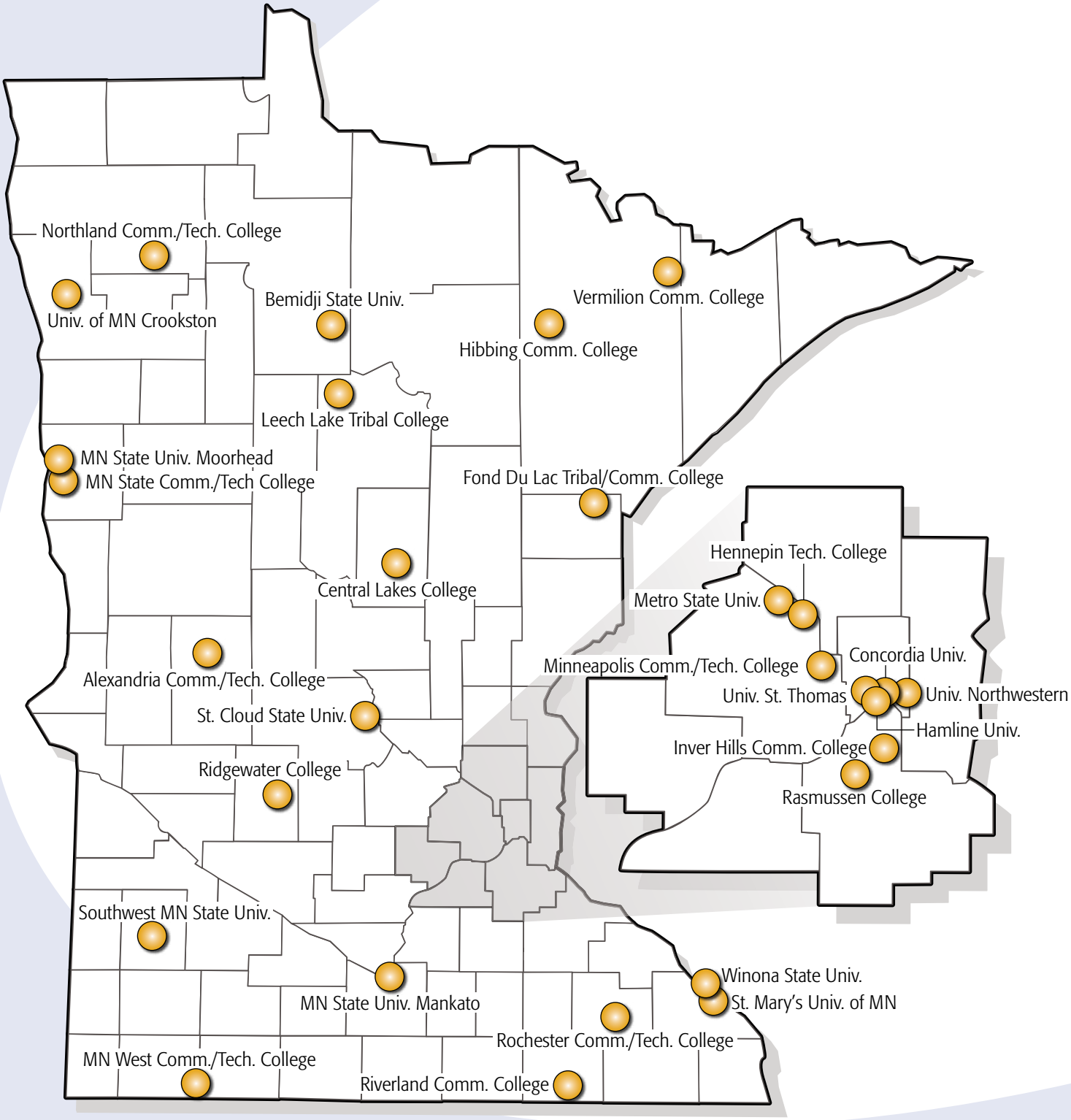
Ensure the POST Board has the Necessary Financial Resources to Perform Regulatory Functions

Direction: Proactively seek support to upgrade functions and tools that support professional accountability and increased transparency.

Action: Update administrative rules to reflect current practices and facilitate online testing.

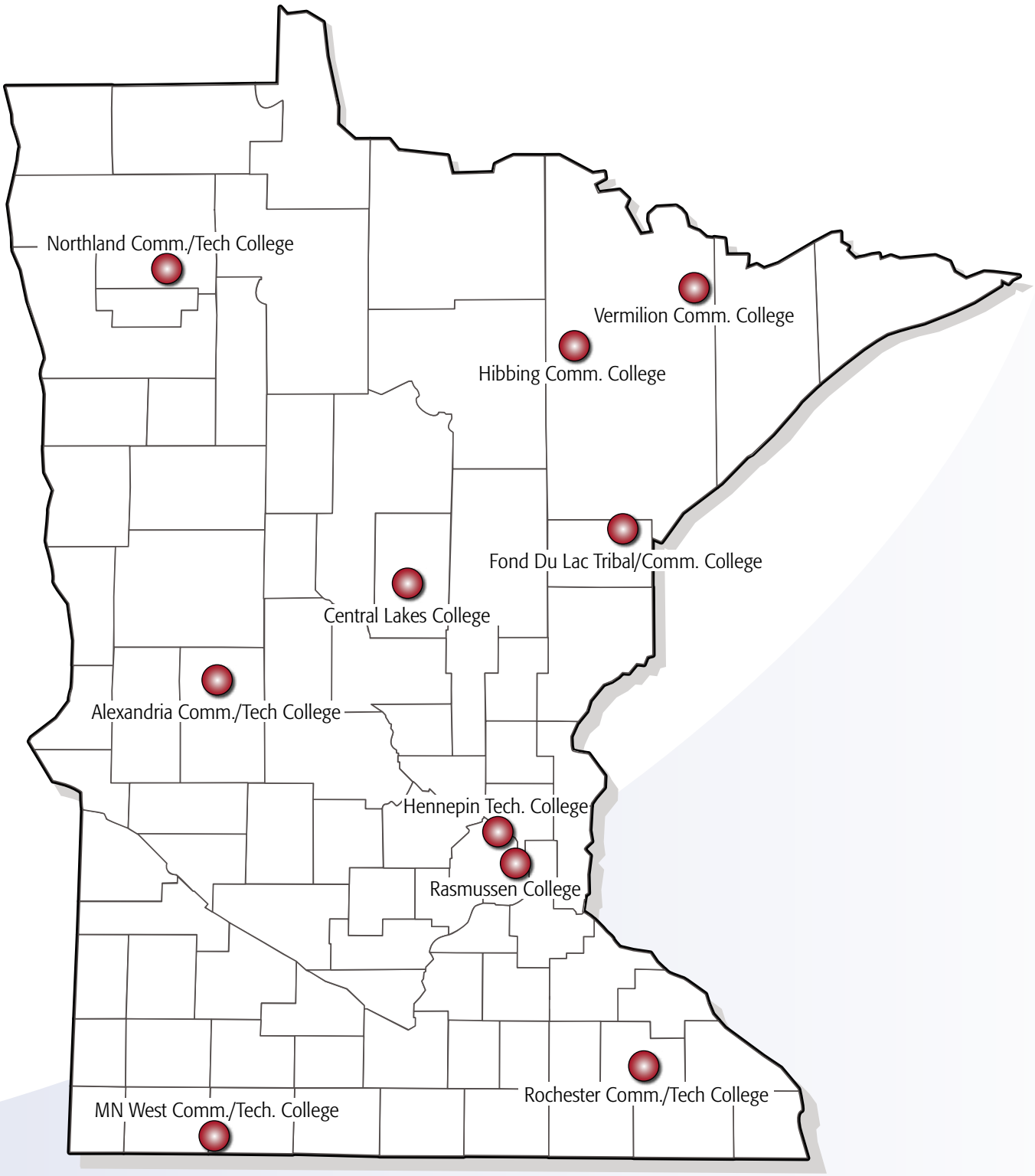
Action: Create a business plan for the Minnesota Legislature that clearly demonstrates the need for sustainable funds to perform statutory functions and related operations.

PROFESSIONAL PEACE OFFICER EDUCATION PROGRAMS



The POST Board certifies 29 colleges and universities located at 35 sites in Minnesota to provide the professional education necessary to prepare students for a career in law enforcement.

SKILLS PROVIDER PROGRAMS



Not every professional peace officer education program provides all of the practical/skills components on-site. Training in areas such as firearms, emergency vehicle operations and defensive tactics, etc., are offered at 10 SKILLS locations statewide.

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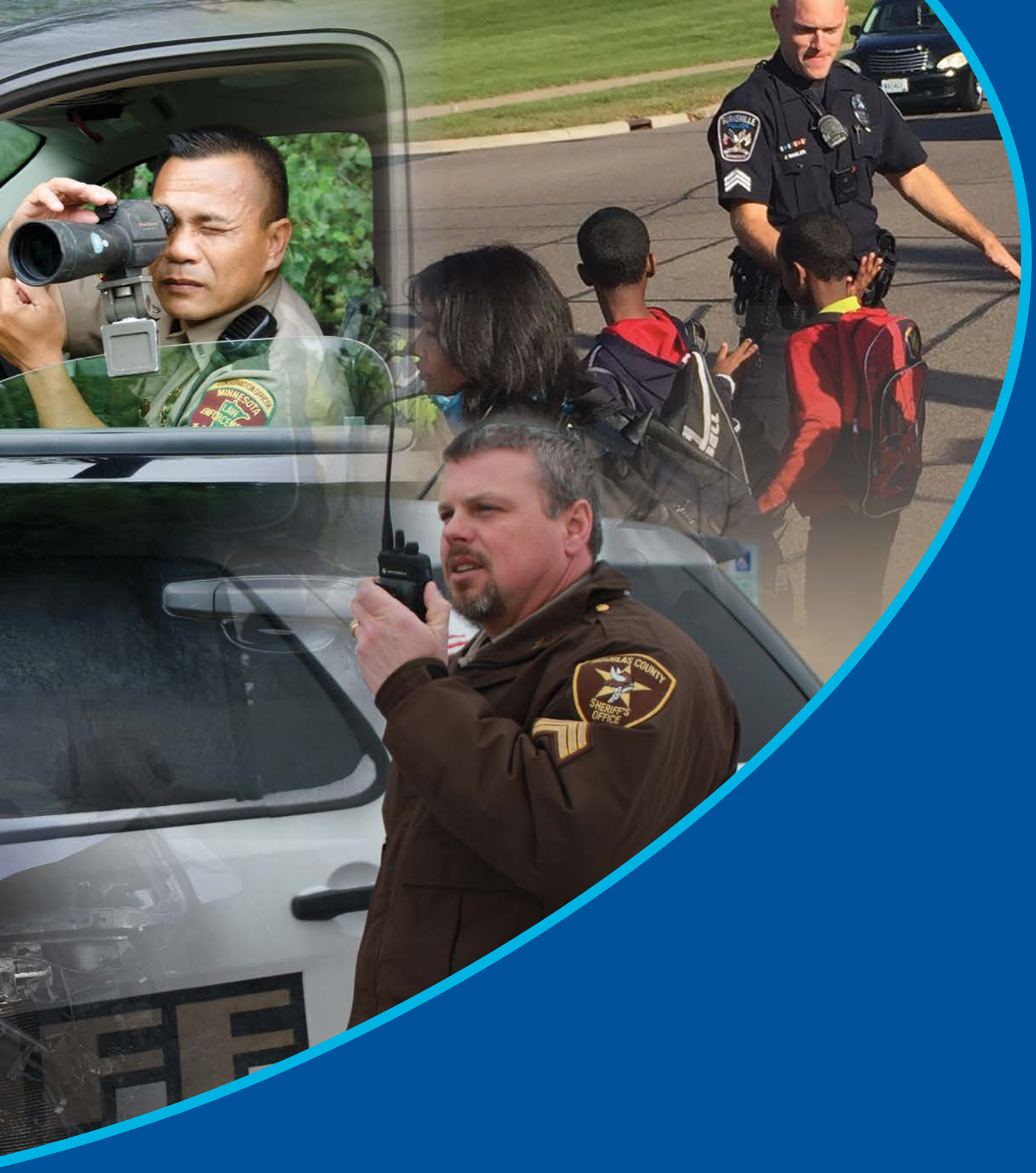
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PEACE OFFICER STANDARDS & TRAINING

Minnesota Board of
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