



Minnesota Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200
Saint Paul, MN 55104-3825
(651) 643-3060
www.post.state.mn.us

BOARD MEETING AGENDA Thursday January 27, 2022 10:00 a.m.

Due to ongoing COVID-related restrictions for state meetings and CDC guidelines, this meeting will be held online. A link to observe the meeting will be on the POST website prior to the meeting. A recording will be available on the POST website after the meeting.

1. Call to Order
2. Forum* Those interested in participating in the forum must sign up in advance. Please email shari.mitchell@state.mn.us no later than 4:00 pm on Wednesday January 26th. Time will be allocated depending on the number of requests.
3. Approval of the Agenda **ACTION**
4. Approval of the December 16, 2021 Board Meeting Minutes (Attachment) **ACTION**
5. Training Committee report
6. Recommendation to prioritize certain rule amendments (attachment) **ACTION**
7. Executive Director's report
8. Variance request by Simeon Evuiro
9. Variance request by Seth Patrin
10. Licensure Matters (closed to the public) Attachment(s) sent separately
11. Adjournment

*Individuals may address the Board about any item not contained on the regular agenda. A maximum of 15 minutes is allotted for the Forum. The Board will take no official action on items discussed at the Forum, with the exception of referral to the Executive Director or Staff for a future report.

**MINNESOTA BOARD OF PEACE OFFICERS
STANDARDS AND TRAINING**

**BOARD MEETING
Post Board Office
Electronic Meeting via Microsoft Teams
December 16, 2021**

Members Present

Kelly McCarthy, Chair
Andrew Evans
Jennifer Foster
Tanya Gladney
Luke Hennen
Justin Page
Nigel Perrote
Sara Rice
Liz Richards
Shelly Schaefer
Pilar Stier
Rebecca Swanson
Justin Terrell
Troy Wolbersson
Jim Yang
Jason Bennett

Staff Present

Rebecca Gaspard
Angie Rohow
Michael Monsrud
Andrew Burth
Shari Mitchell
Peggy Strand

Counsel Present

David Cullen, A.G. Office
Jamal Zayed
Michael Freeman (HCA)

Members Absent

Jay DeCoux

Others Present

Invitation to listen to the live meeting was listed on the website.

John Klaus
Denise Klaus
Michelle Gross

Call to Order: Chair McCarthy called the meeting to order on 12/16/2021 at 10:00am.

Forum: There were no forum requests.

Approval of the Agenda: Chair McCarthy looked for a motion to approve item 3 the agenda. Mr. Misselt proposed to move up item 9 to item 7 before the standards of conduct section.

- **MOTION:** Motion to move and approve agenda by Mr. Terrell and seconded by Mr. Bennett via role call with a unanimous vote.

Approval of the October 28, 2021 Board Meeting Minutes: Chair McCarthy looked for a motion to approve the minutes from October 28, 2021.

- **MOTION:** Ms. Stier motioned to approve the minutes and was seconded by Mr. Terrell via role call with a unanimous vote.

Review and approve new model policy on Confidential Informants (required by legislation)

ACTION. Mr. Burth provided a synopsis of the adopted policy. Mr. Klaus spoke on some areas of concern. Much discussion ensued. Mr. Zayed stated the statute at the top of the policy is showing

626.8474 should be corrected to 626.8476. Chair McCarthy acknowledged the needed update for this section.

- **MOTION:** Chair McCarthy asked for a motion to accept the confidential informants model policy as presented in the packet with the caveat that another work meeting is held with stakeholder groups to consider the recommendations that are clarified in the memo from NAMI and that those changes be brought back to the April board meeting for consideration before pushing out the policy to the law enforcement agencies. The motion also corrected the statute reference error. Motion by Mr. Bennett, seconded by Mr. Wolberson. Motion passed unanimously.

Review of letter from Hennepin County Attorney reference the POST pursuit policy (presentation by HCA Mike Freeman) **DISCUSSION.** Mr. Freeman gave a presentation in regards to the pursuit policy and certain occurrences. The presentation included suggested changes to the existing POST Board model policy. Mr. Freeman asked the board to appoint a special committee. Ms. Stier agreed to be a part of the special committee. Discussion ensued.

- **MOTION:** Motion made by Chair McCarthy motioned to create a special committee to review both the model policy, training and different technologies to employ to reduce the amount of police pursuits while preserving safety for everyone. Chair McCarthy asked Ms. Stier to chair that committee and pick additional members. Foster seconded motion. Motion passed unanimously.

Mr. Freeman volunteered to assist the subcommittee.

Executive Director's report Mr. Misselt spoke on the status and progress of the new Benchmark database. He spoke on the newly created spreadsheet of recommendations from both IADLEST and the Legislature. The spreadsheet provides information on the recommendations and notes the current status percentage til completion. Once ready he will then distribute to the Board and post on the website. A mini RFP is underway for an evaluation of Sales Force functionality and what will be needed for a larger RFP to come to build a public facing database that will allow searches of public data on licensees, modeled after the Board of Nursing database. He is working on coming up with a survey of law enforcement agencies that will ask questions about their experience with the current PPOE system. Questions include; feedback on how it is working? Is there consistency? Do they see a variation between programs? This information is needed for a later discussion on standardizing curriculum and how peace officers are trained in pre-service. He then spoke on investigations and private data. When doing an investigation, there on what information can be shared with POST. He will be drafting legislative language to address this and propose to lawmakers.

Review and approve draft rules on Standards of Conduct (attachment) ACTION Ms. Gaspard provided an overview. Mr. Bennett spoke on updating the wording for section D subpart 1 to strike and replace with or. Rebecca agreed it should be or and that Revisor will catch wording that is incorrect. Mr. Evans suggested to take out section H, item 2; committing misconduct under MN Statutes section 609.43 and make it separate. Ms. Gaspard agreed in making it separate. There was discussion on section H item 4 by Mr. Evans, Mr. Terrell and Ms. Gaspard. Ms. Swanson spoke on section H item 4 to update unnecessary, excessive to unreasonable. Chair McCarthy directed this work be sent to the Rules Committee for review.

Variance Request – Peter Toe (attachment) ACTION

Chair McCarthy invited Mr. Toe to speak on his variance request.

- **MOTION:** Mr. Yang motioned to decline Mr. Toe's variance request. Mr. Wolberson seconded the motion. Mr. Yang moved to deny the request for a discretionary variance of rule 6700.0501. Board took roll call 13 voted to decline. 3 were to approve. Variance request was declined.

Adjournment

- **MOTION:** Chair McCarthy motioned to adjourn at 1:15pm. Unanimous vote achieved to close at 1:16pm



Minnesota Board of Peace Officer Standards and Training

1600 University Avenue
Suite 200
St. Paul, MN 55104-3825

Agenda Item:

To: Minnesota POST Board
From: POST Board Training Committee
Subject: Recommendations for Recertification of Professional Peace Officer Education (PPOE) Schools
Date: January 13, 2022

1. ACTIONS REQUESTED:

Action 1: The training committee recommends the POST Board renew the certification of the following 27 post-secondary schools.

1. Bemidji State University
2. Central Lakes College
3. Century Community & Tech College
4. Concordia University – St. Paul
5. Fond du Lac Tribal & Community College
6. Hamline University
7. Hibbing Community College
8. Inver Hills Community College
9. Leech Lake Tribal College
10. Metropolitan State University
11. Minnesota State University, Mankato
12. Minnesota State University, Moorhead
13. MN State Community & Tech College
14. MN West Community & Tech College
15. Northland Community & Tech College
16. Rasmussen College
17. Ridgewater College
18. Riverland Community College
19. Rochester Community & Tech College
20. Saint Mary's University of Minnesota
21. Southwest MN State University
22. St. Cloud State University
23. University of Minnesota - Crookston
24. University of Northwestern, St. Paul
25. University of St. Thomas
26. Vermilion Community College
27. Winona State University

Action 2: The training committee recommend the POST Board allow the certification of Minneapolis Community and Technical College to expire once the students currently in the program are able to complete the program on a “teach-out” plan approved by the MN State system office. This program will not accept new students.

2. BACKGROUND:

The Minnesota POST Board currently certifies thirty post-secondary schools to provide a program of peace officer education leading to eligibility to take the Minnesota Peace Officer Licensing Examination. MN Rules (6700.0400, Subp. 3, C.) require certified schools to complete and submit an application for renewal of certification every five years. The application must be accompanied by evidence that the school's professional peace officer education program is operating in accordance with all Board Rules pertinent to the provision of peace officer education.

The most recent recertification year was 2020. Due to COVID-19 the deadline for receipt of applications was postponed from November 1, 2020, to May 1, 2021. All of the schools submitted an application by the new deadline. The applications and recertification documents were reviewed and evaluated by staff.

On January 13, 2022, the POST Board's Training Committee heard an explanation of the detailed recertification review process and staff findings. The committee moved to recommend recertification of twenty-seven of the thirty currently certified schools with the understanding that the reviews of the two largest programs are still underway and will come before the board when they are complete.

At the meeting the committee was also informed that on November 10, 2021, Minneapolis Community and Technical College (MCTC), suspended its peace officer education program and will not be seeking recertification. The school is accepting no new students into the program but will continue to serve current students through a "teach-out" plan accepted by the Minnesota State system office.

The committee recommended the certification of MCTC be continued until the teach-out plan is concluded and that the school's certification then be expired. Expiration means the school would no longer be board-certified; does not have a program leading to licensure; and, should the school ever desire to become certified again, it would have to reapply for certification under all the procedures of Minnesota Rules.

3. EFFECTS OF THIS ACTION:

If the board moves to approve the committee's recommendations, the certification of the twenty-seven schools will be renewed until 2025 and the certification of MCTC will expire after the current students are finished with their program. Certificates of renewal will be sent to the recertified schools.

Recommendation to Prioritize Certain Rule Amendments

Recommendation from POST Board Rules Committee: Proceed with rule amendments on Minimum Selection Standards, Standards of Conduct, and associated rules without delaying until entire rules chapter amendments have been drafted.

Rule Sections to be included in priority rule promulgation:

- Definitions relevant to prioritized rule sections
- Minimum Selection Standards including new rule sections on
 - Background Investigations
 - Psychological Screening
- Standards of Conduct
- Reporting Requirements (changes related to amendments to standard of conduct)
- Model Policies
- Other Rule Citations as needed (to eliminate any conflicts between proposed rules and existing rules)

Impact: Rule drafting on the sections listed above is nearly completed. Moving ahead with these rule sections without delaying until the entire rule chapter amendments are drafted allows earlier adoption and implementation.

Process: The normal rules process will continue to be followed, and a separate rules process will be initiated to address the remainder of rules in chapter 6700. Next steps include compiling recommendations to the Board from the appointed Advisory Committee on Post Board Rules Overhaul, finalizing the draft rules, drafting a SONAR, presenting the Revisor's draft and SONAR to the Board for approval, obtaining approval from the Governor's office and process approval from Office of Administrative Hearings, scheduling a public hearing, and publishing the approved draft for comments from law enforcement, community organizations, the public and others that may be impacted by the proposed rule changes.

POST Board Worksheet for Variance Request

Date of Board meeting: January 27, 2022

Requestor: Simeon Evuiroro

Basis for Variance Request: Rules do not recognize degrees from foreign countries.

Rule: 6700.0100 Subd. 20

Actual Rule Citation:

Subp. 20. **School.** "School" means a postsecondary institution which is accredited by one of the six regional accrediting associations and authorized to award academic degrees including, but not limited to, Associate of Arts (A.A.) degrees, Associate of Science (A.S.) degrees, Bachelor of Arts (B.A.) degrees, and Bachelor of Science (B.S.) degrees.

Summary of Request (also see actual request attached): Evuiroro has a degree from University of Hertfordshire in the UK. A variance would allow Evuiroro to attend the Law Enforcement Academic Certificate Program (27 credit) instead of the Law Enforcement Transfer Pathway (68 credits) before completing the skills program.

Board Review of Variance Request

- can ask questions or request additional information from petitioner
- can't waive statutory requirements

Board Review of Variance Request

- can ask questions or request additional information from petitioner
- can't waive statutory requirements

1. Does the application of the rule, as applied to the circumstances of the petitioner, serve any of the purposes of the rule?

If yes, go to Step. 2.

If no, this is a **mandatory** variance and must be granted. To grant the variance:

- a. identify any conditions needed to that ensure the variance protects the public health, safety and the environment.
- b. determine how long should the variance be in effect.
- c. make a motion

Sample motion:

"The Board approves Simeon Evuiroro's request for a variance of Minnesota Rule 6700.0100 Subd. 20 because application of the rule in this instance does not serve any of the purposes of the rule. The variance is granted for/until _____(with these conditions....)"

2. If this is a **discretionary** variance, the board may grant it *only* if the board determines that *all* three are true:

- a. Application of the rule would result in hardship or injustice to name of requestor;
- b. It would be consistent with public interest; and
- c. It would not negatively impact the legal or economic rights of others.

3. Make a motion to grant or deny the request for a variance.

To grant a discretionary variance:

- a. identify any conditions needed to that ensure the variance protects the public health, safety and the environment.
- b. determine how long should the variance be in effect.
- c. make a motion:

Sample motion:

*“The Board approves **Simeon Evoiroro’s** request for a discretionary variance of*

Minnesota Rule 6700.0100 Subd. 20. *This variance is granted because:*

- a. Application of the rule would result in hardship or injustice to the petitioner;*
- b. It would be consistent with public interest; and*
- c. It would not negatively impact the legal or economic rights of others and ensures the protection of public health, safety, and the environment.*

The variance is granted for/until _____ (with these conditions.....)

To deny a discretionary variance, make a motion

Sample motion:

*“The Board denies **Simeon Evoiroro’s** request for a variance of*

Minnesota Rule 6700.0100 Subd. 20 *because (List all of the following that are true – at least one must be true to deny the variance)*

- a. Application of the rule would not result in hardship or injustice to the petitioner*
- b. It would not be consistent with public interest*
- c. It would negatively impact the legal or economic rights of others.*

Tennessee Warning

I understand this variance request to the Minnesota Peace Officers Standards and Training Board ("Board") will be discussed at a public board meeting. I acknowledge that the Board may discuss any of my pertinent licensing history, as well as any of the information within, during the public Board meeting. I understand that under the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13, some data in this request and in relevant Board records may be classified as private data and would not normally be accessible to the public. I hereby authorize the Board to discuss this request and any corresponding materials, records, or data within any license application(s) or other Board records, and any issues related to this request at the Board meeting. The purpose of this authorization is to provide information to assist the Board's review of the request. This authorization expires one year after the date provided below. I understand that I can withdraw this authorization at any time by notifying the Board in writing before the one year period expires, but the withdrawal will not be retroactive. I understand that I am not legally required to sign this form and am doing so on my own accord. However, I also understand that if I restrict the release of certain information, the Board will not discuss my variance request. I understand that if my request pertains to a licensure application, the application will be approved or denied based solely on the application and information submitted within. I agree that I will not bring any legal claim or action against the Board alleging a violation of the Minnesota Government Data Practices Act or the Minnesota Open Meeting Law.

Simeon Euviroro – Responses to Questions on the Variance Form

1. What are the reasons and circumstances that make this request necessary? Include why the petitioner cannot comply with the Rule as stated, and what alternate equivalent measures the petitioner will follow to comply with the intent of the rule

YES. - submitted

Answer: Because I attended College in the United Kingdom at University of Hertfordshire for (Information Technology BSc (Hons), Century College accepted the evaluation from WES (World Education Services) as a U.S. Equivalency. Then, I can complete the Law Enforcement Academic Certificate Program instead of the Law Enforcement Transfer Pathway A. S. Degree Program. I am currently in the LECPA (LAW ENFORCEMENT CAREER PATH ACADEMY) program (Community Engagement Cadet) with the St. Paul Police Department. After completing skills and passing the background investigation requirements, I will receive a preference for a peace officer position with the St. Paul Police Department.

See the next page that is the email from Century College Transfer Office to Century College PPOE Coordinator Sara Edel confirming the U.S. Equivalency of his degree.

2. Does this request involve other Minn.Rules? If so, cite the other Rules
NO.

3. Has the POST Board taken action related to this variance request before? If so explain
NO.

4. Do you know of past POST Board action taken in cases of similar to this request? If so, explain what you know about these past cases and actions.
NO.

5. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.
NO.

Edel, Sara F

From: CENT-transfer@century.edu
Sent: Wednesday, December 1, 2021 3:34 PM
To: Edel, Sara F
Subject: RE: Simeon Euviroro 3rd Party Equivalence

Hello Sara,
Thank you for contacting the Transfer Students Services Office. Is it regarding his WES – World Education Services 3rd party evaluation for his International transcript? If so, then we did receive the transcript and it has been evaluated:

ST1100UG 01.45
Euviroro, Simeon
Modules: AP, FA, RG, ST

Century College
Tech Id: [REDACTED] SSN: [REDACTED] Search: G Kp0 12/01/2021
Other Screens:

Summary Addr Demographics Adm/Enr Area Study/Int Cohort/Prog Slnct/Maint Education Trsf Courses Test Scores Cnctd Src/Enc CM Tracking Cncl

High School Data
Effective Dates: 07/23/2021 12/31/9999
Grad Year: Grad Date: 06/01/2000

High School Lookup
State: High School | Active HS Only
 Home Res HS | All HS

HS Name/City:

ACT Code: 999999 HS Id: 99099055
HS Name: KOGBODI INTL SECONDARY SCHOOL
Rank: Size: Percentile:
GPA: 0.00 GPA Source: Self-Reported
Scale: Official GPA Entered by:

Adjusted GPA used by Institution: Certified Flag
Transcript Recd Date:
Home Resident HS:
MARSS Nbr:

Higher Ed History
Institution Lookup
State: Active Inst Only All Inst
Inst Name/City:
Inst Id: 91017123 FEE: 999999
Inst Name: WES - World Education Services
Attendance Dates: Seq Nbr: 2,440,130
Transcript Recd Date: Official Trans Rcvd Da 10/20/2021
Grad Date: Award Earned:
Certified Flag: N
GPA Scale: GPA Earned:
Yr/T Accept: 20223 Receiving Inst: 0304 GNPI <- Reset YrT/Inst Attempted: 149.50
Credit Type: 0002 Undergrad Transferred: Quality CR/IR
Spcl Cr Type: 7360 FOREIGN CR Quality Points:
Credit Hour: S. Semester Unoffl Cumul Trsf GPA: 0.00

Let us know if you have any questions.

Thank you,



PACHIA MOUA
Transfer Students Specialist, Century College
pachia.moua.2@century.edu
t: 651-779-3908
3300 Century Avenue North, White Bear Lake, MN 55110
<https://www.century.edu> | A MEMBER OF MINNESOTA STATE

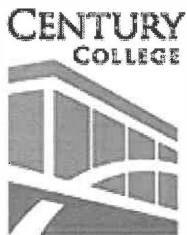
From: Edel, Sara F <sara.edel@century.edu>
Sent: Wednesday, December 1, 2021 9:16 AM

To: CENT-transfer@century.edu <dars_mb@century.edu>

Subject: Simeon Evuiroro 3rd Party Equivalence

Simeon and his advisor Christine McLaughlin emailed me stating that his 3rd party equivalence was approved. How can I get official confirmation that this was received? Is this your office or Records?

Thanks, Sara



SARA EDEL, Ph.D.
Criminal Justice Faculty
PPOE Coordinator
Century College

sara.edel@century.edu

t: 651-779-3981

3300 Century Avenue North, White Bear Lake, MN 55110

<https://www.century.edu> | A MEMBER OF MINNESOTA STATE

POST Board Worksheet for Variance Request

Date of Board meeting: January 27, 2022

Requestor: Seth Patrin

Basis for Variance Request: Patrin lacks the work experience (has less than 1 year compared to the required 3 years) to qualify for reciprocity licensure.

Rule: 6700.0501, Subp. 7

Actual Rule Citation:

6700.0501 Subp. 2. **Basic police education.** "Basic police education" means:

- A. a basic course recognized by a state council, state commission, state board, or state agency which leads to licensing or basic certification as a law enforcement officer where the appointing authority is located; or
- B. a basic course sponsored by the federal government for its law enforcement officers, including but not limited to, the basic Drug Enforcement Administration's agent school, the Federal Bureau of Investigation's basic agent school, or the Federal Law Enforcement Training Center's uniformed patrol course or basic investigators course.

6700.0501 Subp. 3. **Law enforcement officer.** "Law enforcement officer" means a person appointed or employed as a peace officer in another state, or a federal law enforcement employee, who has full powers of arrest, authority to carry a firearm, and is classified in a law enforcement position by the office of personnel management, not including any time served in the United States armed services

6700.0501 Subp. 7. **Qualifications.**

A person who has completed a postsecondary degree, who has had three years of employment as a law enforcement officer after completing basic police education, who has served as a law enforcement officer during the past six years, and who has not had a peace officer license, certificate, or the federal equivalent suspended or revoked shall qualify for the reciprocity examination; or a person who has five years of employment as a law enforcement officer after completing basic police education, who has served as a law enforcement officer during the past six years, and who has not had a peace officer license, certificate, or the federal equivalent suspended or revoked shall qualify for the reciprocity examination.

Summary of Request (see also the attached full variance request)

Patrin has a bachelor's degree from Bethel University, and completed 2 of 3 semesters of the PPOE program at Metropolitan State University. He left the program to begin employment at Immigration & Customs Enforcement (ICE) in Aug 2020, and completed a basic immigration enforcement training program through ICE in February 2021. His employment as a federal law enforcement officer with arrest powers and authority to carry a firearm began in February 2021. ICE has implemented a mandatory vaccine requirement, and Patrin has applied for a religious exemption but believes based on precedent that the exemption will be denied and his employment would be terminated. Patrin has applied to take the reciprocity licensing exam but has less than one year's experience towards the required three years of law enforcement experience.

Board Review of Variance Request

- can ask questions or request additional information from petitioner
- can't waive statutory requirements

1. Does the application of the rule, as applied to the circumstances of the petitioner, serve any of the purposes of the rule?

If yes, go to Step. 2.

If no, this is a **mandatory** variance and must be granted. To grant the variance:

- a. identify any conditions needed to that ensure the variance protects the public health, safety and the environment.
- b. determine how long should the variance be in effect.
- c. make a motion

Sample motion:

"The Board approves _____'s request for a variance of Minnesota Rule _____ because application of the rule in this instance does not serve any of the purposes of the rule. The variance is granted for/until _____ (with these conditions....)"

2. If this is a discretionary variance, the board may grant it only if the board determines that all three are true:

- a. Application of the rule would result in hardship or injustice to name of requestor;
- b. It would be consistent with public interest; and
- c. It would not negatively impact the legal or economic rights of others.

3. Make a motion to grant or deny the request for a variance.

To grant a discretionary variance:

- a. identify any conditions needed to that ensure the variance protects the public health, safety and the environment.
- b. determine how long should the variance be in effect.
- c. make a motion:

Sample motion:

"The Board approves _____'s request for a discretionary variance of Minnesota Rule 6700.0501, Subp. 7. This variance is granted because:

- a. Application of the rule would result in hardship or injustice to _____*
- b. It would be consistent with public interest*
- c. It would not negatively impact the legal or economic rights of others and ensures the protection of public health, safety, and the environment.*

The variance is granted for/until _____ (with these conditions.....)"

To deny a discretionary variance, make a motion

Sample motion:

"The Board denies _____'s request for a variance of Minnesota Rule 6700.0501 Subp. 7 because (List all of the following that are true – at least one must be true to deny the variance)

- a. Application of the rule would not result in hardship or injustice to _____*

- b. It would not be consistent with public interest;*
- c. It would negatively impact the legal or economic rights of others.*



MINNESOTA BOARD OF
PEACE OFFICER STANDARDS AND TRAINING
1600 UNIVERSITY AVENUE, SUITE 200
ST. PAUL, MINNESOTA 55104-3825

DEC 13 2021
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TEL: (651) 643-3060
TDD: (651) 643-3060
FAX: (651) 643-3072
www.post.state.mn.us

Peace Officer Licensing RECIPROCITY Examination Application

Please read the data practices advisory and consent waiver on the last page of this application. You may apply online from the Minnesota Board of Peace Officer Standards and Training website www.post.state.mn.us using "Online Services" or submit your application by mail. Along with your application submit a non-refundable examination fee of \$105.00. You will be notified by email when your application is approved.

I. APPLICATION TYPE

Initial Peace Officer Licensing Reciprocity Examination Application (check this box "yes" if this is your first time taking this examination)	Yes: <input checked="" type="checkbox"/>	No: <input type="checkbox"/>
Retake Peace Officer Licensing Reciprocity Examination Application (check this box "yes" if this is your second or third time taking this examination)	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
Retake Peace Officer Licensing Reciprocity Examination Application requiring a remedial plan (check this box "yes" if this is your fourth time taking this examination that requires a remedial plan)	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>
Reinstatement Peace Officer Licensing Reciprocity Examination Application (check this box "yes" if you previously passed this examination and your eligibility to be licensed has expired) <u>Check this box if this is a retake:</u> <input type="checkbox"/>	Yes: <input type="checkbox"/>	No: <input checked="" type="checkbox"/>

II. PERSONAL DATA

Applicant's Name - (Last - First - Middle) <i>Patrin, Seth, Thomas</i>		Date of Birth: [REDACTED]
Address: [REDACTED]		
City: [REDACTED]	State: [REDACTED]	Zip Code: [REDACTED]
Social Security Number: [REDACTED]	Email Address: [REDACTED]	
Contact Number: [REDACTED]	Gender: <input checked="" type="checkbox"/> Male <input type="checkbox"/> Female	

III. PREVIOUS EXAMINATION INFORMATION (If applicable)

Date Taken: _____
Date Taken: _____
Date Taken: _____

IV. LAW ENFORCEMENT EXPERIENCE (Check all that apply)

1. Have you been employed as a certified or licensed law enforcement officer within the past six years (for any period of time) in a full-time or part-time position? Yes: No:

NOTE: If you answer "No" to this question you are not eligible for reciprocity in Minnesota.

2. Have you worked at least three years as a certified or licensed law enforcement officer since successful completion of basic police training **AND** do you have a post-secondary degree from a regionally accredited institution? Yes: No:

3. Have you worked at least five years as a certified or licensed law enforcement officer since successful completion of basic police training? Yes: No:

NOTE: If you answer "No" to questions 2 and 3, you are not eligible for reciprocity in Minnesota.

4. Have you ever had your peace officer license, certificate, or federal equivalent suspended or revoked? Yes: No:

5. Have you ever held a Minnesota Peace Officer License?
Yes: No:

If yes, enter license number here: _____

V. BASIC LAW ENFORCEMENT TRAINING

Name and location of basic law enforcement training: Basic Immigration Enforcement Training Program - Federal Law Enforcement Training Center - Glynco, GA

Dates attended: Start Date: 11/10/2020 End Date: 02/08/2021

Total Number of hours attended: 503 hours

Date certified or licensed: 02/08/2021

VI. LAW ENFORCEMENT EMPLOYMENT HISTORY

Agency: Immigration and Customs Enforcement Position: Deportation Officer (LEO)

Start Date: 08/16/2020 End Date: Still employed

Agency: New Hope Police Department Position: Reserve Officer

Start Date: 09/2020 End Date: 08/2021

Agency: _____ Position: _____

Start Date: _____ End Date: _____

May we contact your present or former employer? Yes: No:

VII. POST-SECONDARY DEGREE

What is the highest degree you have been awarded:
 (AA, BA, BS, MS, etc.): BA
 What school awarded this degree:
 Name of university or college: Bethel University
 Date awarded: 05/2015

VIII. CRIMINAL CONVICTION DATA VERIFICATION

Minnesota Rules 6700.0700 subpart 1. F. (3), precludes licensure of individuals convicted as an adult of any felony or any of the following crimes or their equivalent as an adult.

If your answer to any of the following questions is yes, do not submit this form. You are ineligible to take the licensing examination.

Have you ever been convicted of:	Yes	No
Any felony	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.224 - Assault in the Fifth Degree	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.2242 - Domestic Assault	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.231 - Mistreatment of Residents or Patients	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.2325 Criminal Abuse (Vulnerable adult)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.233 - Criminal Neglect (Vulnerable adult)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.2335 - Financial Exploitation (Vulnerable adult)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.234 – Failure to Report (Maltreatment of a vulnerable adult under MSS 626.557)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.324 – Other Prohibited Acts (Prostitution related)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.465 – Presenting False Claims	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.466 – Medical Assistance Fraud	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.52 – Theft (Includes petty crimes, NOT petty misdemeanors)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 609.72 Subdivision 3 – Disorderly Conduct (RE: Vulnerable adult)	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 243.166 – Registration of Predatory Offenders	<input type="checkbox"/>	<input checked="" type="checkbox"/>
MSS 243.167 – Registration under the Predatory Offender Registration Law for other offenses	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Any of the crimes listed above in another state or federal jurisdiction, or under a local ordinance that would be a conviction if committed in Minnesota? (If yes, include complete details on a separate sheet of paper and attach to this application)	<input type="checkbox"/>	<input checked="" type="checkbox"/>

IX. REQUEST FOR TESTING ACCOMMODATION


If you have a disability requiring a testing accommodation contact the Minnesota Board of Peace Officer Standards and Training and obtain a “REQUEST FOR TESTING ACCOMMODATION” form.

X. ENCLOSE THE FOLLOWING DOCUMENTS

1. Documentation from each state licensing or certification authority, noted on your application, listing the dates of employment as a full-time sworn peace officer with full powers of arrest and authority to carry a firearm.
2. Proof of employment (including dates of employment) from agencies listed where you were/are a certified or licensed law enforcement officer.
 - Proof must be in the form of a letter or similar statement from the agency OR the human resources department of the governing body. Paystubs are not acceptable verification.
3. A copy of your basic law enforcement training certificate/ transcript (Do not send continuing education or refresher certificates)
4. A copy of your post-secondary degree diploma or transcript (Do not send continuing education or refresher certificates)
5. A non-refundable examination fee of \$ 105.00 payable to Minnesota Board of Peace Officer Standards and Training.

XI. AFFIRMATIONS AND SIGNATURES

- I affirm the information on this application is true and correct to the best of my knowledge (All statements made on this application are subject to review and verification)
- I have read the data practices advisory included with this application.
- I understand that data provided on this application will be shared with the exam vendor for purposes of administering/processing the exam and I consent to the use of that data for that purpose

 12/07/2021

Applicant's Signature Date

Note: You will be notified by email when your application is approved after which you will be able to confirm a testing date. An incomplete application cannot be processed and will be returned for completion.



Request for a Variance of a Minnesota Rule

A person or entity may petition the POST Board for a variance from a board-adopted Rule as applied to the particular circumstances of the petition per Minn. Stat. 14.055.

To request a variance complete this form and submit it to the POST Board along with the supporting documentation by mail or fax, or by email to Postboard.agency.docs@state.mn.us.

Petitioner (person or entity): Seth Patrin

Petitioner Contact Name: Seth Patrin

Street Address:



Email address:



City, State, Zip Code:

Phone:

Variance Request

- Cite the Minn. Rule that is the subject of the request: 6700.0501
- Briefly and clearly describe the specific variance from Rule being requested. *Do not include details here.*
Waiver on the three year experience requirement for reciprocity.
- State the period of time for which the variance is requested: _____

Details - Along with this form submit your answers to the following questions. List the question # with the response.

- | | Submitted with Form? | | |
|--|-------------------------------------|-------------------------------------|-------------------------------------|
| | Yes | No | Don't Know/Not Applic. |
| 1. What are the reasons and circumstances that make this request necessary? Include why the petitioner cannot comply with the Rule as stated, and what alternate equivalent measures the petitioner will follow to comply with the intent of the rule. | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. Does this request involve other Minn. Rules? If so, cite the other Rules. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. Has the POST Board taken action related to this variance request before? If so explain. | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| 4. Do you know of past POST Board action taken in cases similar to this request? If so, explain what you know about these past cases and actions. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 5. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain. | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Affirmation and signature:

I affirm that the information submitted within this application is true and correct and, that I have read and understand the Tennessee Warning on page 2 of this form. Note: The warning applies to individuals but not organizations.

Seth Patrin

12/07/2021

Seth Patrin / Department Officer

Signature

Date

Printed Name/title

1. I am currently employed as a federal law enforcement officer (deportation officer) with the U.S. Immigration and Customs Enforcement. I entered on duty as a deportation officer on 08/16/2020. I graduated from the Basic Immigration Enforcement Training Program on 02/04/2021. I have been working as a sworn federal law enforcement officer with U.S. Immigration and Customs Enforcement since February 4th, 2021 and am in good standing with my agency. I have received positive accolades on my performance reviews, which I have included in this application for reference, and am no longer on probation. Prior to federal service, I was a volunteer reserve officer with the city of New Hope. I also took MN peace officer licensure courses in 2019-2020 at Metropolitan State University. I completed two of the three semesters of the licensing program before accepting an offer from Immigration and Customs Enforcement. I meet all the MN POST requirements for licensure reciprocity except for the three-year experience as a law enforcement officer requirement, as outlined in Minnesota Rule 6700.0501. I am requesting a variance on this requirement due to a recent Executive Order that is likely to impact my employment status. On September 9, 2021, Executive Order 13991 was issued requiring all federal employees to become vaccinated with a COVID-19 vaccine. Due to my sincerely held religious beliefs, I am unable to take any of the three available COVID-19 vaccinations in good conscience. According to the precedent set by other federal agencies, it is likely my religious exemption request will be denied by Immigration and Customs Enforcement officials and my employment status subsequently terminated. Due to the immediacy of these vaccination deadlines set forth by Immigration and Customs Enforcement, I will be unable to remain employed long enough to meet the three-year law enforcement officer experience requirement for MN POST reciprocity, and as a result, am putting forth this request for a variance of MN Rule 6700.0501. I appreciate your consideration.

U.S. Department of Homeland Security
1 Federal Drive, Suite 1640
Fort Snelling, MN 55111



**U.S. Immigration
and Customs
Enforcement**

December 09, 2021

TO WHOM IT MAY CONCERN,

Mr. Seth Patrin began his employment as a Deportation Officer with the Department of Homeland Security, U.S. Immigration and Customs Enforcement on 08/16/2020.

Mr. Patrin is in good standing with the agency and is no longer on probation. Mr. Patrin graduated from the Basic Immigration Enforcement Training Program at Federal Law Enforcement Training Academy in Glynco, GA on 02/04/2021. Since graduating from the academy, Mr. Patrin has been employed as a full time sworn law enforcement officer with full powers of arrest and the authority to carry a firearm.

Please do not hesitate to contact me with any further information about Mr. Patrin's job specifications or employment verification.

Sincerely,

A handwritten signature in blue ink, appearing to read "Seung-Bo NAM".

Seung-Bo NAM
Supervisory Detention and Deportation Officer
St. Paul Field Office
Enforcement and Removal Operations
U.S. Immigration and Enforcement
p. 612-843-8626
c. 202-345-8144
Seung.b.nam@ice.dhs.gov

The United States of America



U.S. Department of Homeland Security
Federal Law Enforcement Training Centers

Accredited by the Federal Law Enforcement Training Accreditation Board

By virtue of the authority vested therein, and on the recommendation of the Faculty, the Director confers upon

Seth T. Patrin

the honor of this

Certificate of Graduation

**Immigration and Customs Enforcement Enforcement and Removal Operations
Basic Immigration Enforcement Training Program ICE_ERO_BIETP-2100**

For successful completion of all theoretical and practical aspects of the training and examinations as set forth in the requirements for graduation, with all of the honors, rights, and privileges thereunto appertaining.

In testimony whereof, this diploma is awarded under the seal of the U.S. Department of Homeland Security at the Federal Law Enforcement Training Centers, this 4th day of February, 2021.

[Signature]

Director
Federal Law Enforcement Training Centers



U.S. Immigration
and Customs
Enforcement

[Signature]

Executive Associate Director
Enforcement and Removal Operations

No Additional Information will be provided by this employer.

This is a general employer message and is shown on all verifications for your information and convenience.

Please forward all wage garnishment requests to the following:

For Specialized Delivery:

ADP Garnishment Services, 2100 E. Grand Avenue, El Segundo, CA 90245

For USPS:

ADP Garnishment Services, Continental Gate Bldg. P.O. Box 2728, El Segundo, CA 90245-1828

EMPLOYEE LEVEL DISCLAIMER

Payroll Disclaimer: This employee has the following employment periods: 1 : September 17 , 2013 - June 01 , 2014 , 2 : No additional employment periods,

Employer Name: US Department of Homeland Security
Employer Code: [REDACTED]
Employer Address: 1201 New York Avenue, NW
Washington, DC 20005

Information Current as of: Employee Name: Division:
12/02/2021 SETH T PATRIN BB1862080000

Employment Status: Most Recent Start Date: Total Time With Employer: Job Title: Rate of Pay:
Active 08/18/2020 1 Year , 4 Months DEPRTN OFFCR [REDACTED]

Year	Base Pay	Overtime	Commission	Bonuses	Other Income	Total Pay
2021	\$48,311.20	\$11,167.51				\$59,478.71
2020	\$18,180.00	\$358.87				\$18,538.87

FEIN:
273637798

INCOME AND DEDUCTIONS

HISTORICAL PAY PERIOD SUMMARY

As Of Date	Gross Pay YTD	Calculated Income
12/02/2021	[REDACTED]	[REDACTED]
11/18/2021	[REDACTED]	[REDACTED]

11/04/2021			
10/21/2021			
10/07/2021			
09/23/2021			
09/09/2021			
08/26/2021			
08/12/2021			
07/29/2021			
07/15/2021			
07/01/2021			
06/17/2021			
06/03/2021			
05/20/2021			
05/06/2021			
04/22/2021			
04/08/2021			
03/25/2021			
03/11/2021			
02/25/2021			
02/11/2021			
01/28/2021			
12/31/2020			
12/17/2020			
11/19/2020			
11/05/2020			
10/22/2020			
10/08/2020			
09/24/2020			

PATRIN, SETH T Person Status **Active** DOB [REDACTED] EEOC **White**
 [REDACTED] Gender **Male**

Class

Class **G_ICE_ERO-BIETP - 2100**

Date(s) **11/10/2020 - 02/08/2021**

Student Status **Enrolled**

Hours **503h 15m**

Sending Organization **ERO FIELD OFC ST PAUL - BLOOMINGTON, MN** Training Category

Location

Grades

Exams	% of Overall Grade	Test Date	Grade	
BIETP OPR Integrity Awareness PE	0.00%	12/02/2020		Pass
BIETP FLETC Exam I	3.60%	12/16/2020	96.08%	Pass
BIETP Comprehensive Legal Examination	4.20%	11/30/2020	96.30%	Pass
BIETP Criminal Encounters - Written Exam	1.20%	01/04/2021	100.00%	Pass
BIETP Determining Citizenship Exam	4.20%	11/24/2020	92.00%	Pass
BIETP Immigrant/Nonimmigrant Exam	4.20%	12/07/2020	96.15%	Pass
BIETP Removal Charges (212, 237) MC Exam	1.20%	12/18/2020	100.00%	Pass
BIETP Case Disposition MC Exam	4.20%	12/31/2020	100.00%	Pass
BIETP COMP1 Exam	4.20%	02/01/2021	100.00%	Pass
BIETP Manage Detainee Transport PE	7.50%	01/06/2021	100.00%	Pass
BIETP Determine Removability Checklist	7.50%	12/22/2020	100.00%	Pass
BIETP - Encounter to Detention PE	7.50%	01/14/2021	97.00%	Pass
BIETP Detention to Removal PE	7.50%	01/26/2021	100.00%	Pass
BIETP PPC Qualification	7.50%	12/17/2020	99.60%	Pass
BIETP Use of Force Pistol PE(includes JPS)	2.50%	01/06/2021	100.00%	Pass
BIETP Subject Control PE1	5.00%	12/24/2020	100.00%	Pass
BIETP Baton	0.00%	12/14/2020	100.00%	Pass
BIETP OCSpray	0.00%	12/12/2020	100.00%	Pass
BIETP Subject Control PE2 (Use of Force Dec Making)				Not Taken
BIETP FLETC First Aid & CPR	1.25%	10/30/2020	100.00%	Pass
BIETP FLETC Tactical Medical	1.25%	11/24/2020	100.00%	Pass
BIETP FLETC Control Tactics PE AT Skills PE	1.25%	12/08/2020	100.80%	Pass
BIETP FLETC Defensive Tactics PE	1.25%	02/02/2021	100.00%	Pass
BIETP FLETC DMD NEVO	1.25%	01/26/2021	97.00%	Pass
BIETP FLETC DMD Skid	1.25%	01/26/2021	100.00%	Pass
BIETP FLETC DMD EVOC	1.25%	01/26/2021	95.00%	Pass
BIETP FLETC Active Threat Response Tactics	1.25%	02/04/2021	100.00%	Pass
BIETP Initial PAA	0.00%	11/12/2020	89.50%	Pass
BIETP Mid PAA	0.00%	12/23/2020	85.00%	Pass
BIETP Final PAA	10.00%	01/29/2021	82.00%	Pass
BIETP INITIAL PFT				Not Taken

Overall

Weighted Mean for Tests Taken: **97.05%**

**FEDERAL LAW ENFORCEMENT TRAINING CENTERS
 IMMIGRATION AND CUSTOMS ENFORCEMENT ENFORCEMENT AND REMOVAL OPERATIONS
 BASIC IMMIGRATION ENFORCEMENT TRAINING PROGRAM**

NAME: PATRIN, SETH T.	CLASS NO. ICE_ERO_BIETP-2100	AGENCY ICEERO	CLASS START-CLASS END 11/10/2020 - 2/4/2021
---------------------------------	--	-------------------------	---

FLETC WRITTEN EXAMINATION**	PERCENTAGE GRADE
EXAM I	<u>96.08</u>

FLETC PRACTICAL EXERCISES*	SATISFACTORY/UNSATISFACTORY*
	S/U
Community First Aid and Safety	<u>S</u>
Advanced Vehicle Handling Skills	<u>S</u>
Van and Utility Vehicle Operation	<u>S</u>
Skid Control	<u>S</u>
Control Tactics Arrest Techniques (AT)	<u>S</u>
Control Tactics Defensive Techniques (DT)	<u>S</u>
Aircraft Countermeasures	<u>S</u>
Tactical Medical	<u>S</u>
Active Threat Response	<u>S</u>
Rolled Fingerprints	<u>S</u>

ICE_ERO PRACTICAL EXERCISES*	SATISFACTORY/UNSATISFACTORY*	
	S/U	S/U
Manage Detainee Transport	<u>S</u>	ICE_ERO Subject Control 1
Determine Removability	<u>S</u>	ICE_ERO Subject Control 2
Encounters to Detention	<u>S</u>	ICE_ERO Expandable Baton
Detention to Removal	<u>S</u>	ICE_ERO Physical Agility Assessment
Criminal Encounters	<u>S</u>	ICE_ERO O.C. Spray
ICE_ERO Electronic Control Device (ECD)	<u>S</u>	Administrative Warrant Entry

FIREARMS TRAINING*									
	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:25%; text-align: center;">Distinguished Expert</td> <td style="width:25%; text-align: center;">Expert</td> <td style="width:25%; text-align: center;">Sharpshooter</td> <td style="width:25%; text-align: center;">Marksman</td> </tr> <tr> <td style="text-align: center;">(250)</td> <td style="text-align: center;">249</td> <td style="text-align: center;">(231-240)</td> <td style="text-align: center;">(200-230)</td> </tr> </table>	Distinguished Expert	Expert	Sharpshooter	Marksman	(250)	249	(231-240)	(200-230)
Distinguished Expert	Expert	Sharpshooter	Marksman						
(250)	249	(231-240)	(200-230)						
Practical Pistol Course									
Judgment Pistol Shooting (Satisfactory/Unsatisfactory)	<u>S</u>								
Comprehensive Firearms P.E.	<u>S</u>								

SEE REVERSE SIDE FOR PROGRAM OF INSTRUCTION.
***S/R SATISFACTORY AFTER REMEDIATION.**
****Student must attain 70% for Satisfactory mark.**

REMARKS:

Official Academic Transcript from Bethel University (MN)

Statement of Authenticity

This official academic transcript has been delivered to you through eSCRIP-SAFE, the Global Electronic Transcript Delivery Network, provided by Credentials eScrip-Safe, 9435 Waterstone Blvd, Suite 260, Cincinnati, OH 45249, 1-847-716-3805. Credentials eScrip-Safe has been appointed and serves as the designated delivery agent for this sending school, and verifies this sender is recognized by the accreditation source identified below

This official academic transcript was requested, created, and released to the recipient following all applicable state and federal laws. It is a violation of federal privacy law to provide a copy of this official academic transcript to anyone other than the named recipient.

This PDF document includes: the cover page, the official academic transcript from the sending school, and the academic transcript legend guide.

The authenticity of the PDF document may be validated at the Credentials eScrip-Safe website by selecting the [Document Validation link](#). A printed copy cannot be validated.

Questions regarding the content of the official academic transcript should be directed to the sending school.

Sending School Information

Bethel University (MN)

Diane Krusemark

3900 Bethel Drive

St. Paul, MN 55112

Telephone: 651-638-6043

School Web Page: www.bethel.edu

Registrar Office Web Page: www.bethel.edu/registrar

Accreditation: North Central Association of Colleges and Schools, The Higher Learning Commission (NCA-HLC)

Student Information

Student Name: Seth Thomas Patrin

Numeric Identifier: [REDACTED]

Birth Date: Not Provided By the Sending School

Student Email: [REDACTED]

Receiver Information

[REDACTED]

The logo for eSCRIP-SAFE, featuring a stylized 'e' followed by the text 'SCRIP-SAFE' in a bold, sans-serif font.

Document Information

Transmitted On: Thu, 26 October 2017

Transcript ID: [REDACTED]

Save this PDF document immediately.

It will expire from the eSCRIP-SAFE server 24 hours after it is first opened.

Validate authenticity of the saved document at escrip-safe.com.

This document is intended for the above named receiver.

If you are not the identified receiver please notify the sending school immediately.

Transcripts marked 'Issued to Student' are intended for student use only.

Recipients should only accept academic transcripts directly from the sending school.



Record of: Seth Thomas Patrin
Current Name: Seth Thomas Patrin

Date Issued: 26-OCT-2017
Date of Birth: [Redacted]
Student ID: [Redacted]
Level: Undergraduate

Course Level: Undergraduate
Primary Program: Bachelor of Arts
College: College of Arts & Sciences
Campus: St. Paul
Major: Business
Maj/Concentration: Marketing
Degree Awarded Bachelor of Arts 23-MAY-2015
Primary Degree
College: College of Arts & Sciences
Campus: St. Paul
Major: Business
Maj/Concentration: Marketing

Table with columns: SUBJ NO. C, COURSE TITLE, CRED GRD, PTS R. Lists various courses such as CHE 1--D, COM 1--N, HIS 1, etc.

Table with columns: SUBJ NO. C, COURSE TITLE, CRED GRD, PTS R. Lists transfer information and courses from other institutions like Univ Wisc Eau Claire and Univ Northwestern St Paul, MN.

TRANSFER CREDIT ACCEPTED BY THE INSTITUTION:

Table with columns: 2010-12, Normandale Cmty College, MN. Lists courses like CHE 104, COM 110N, GEL 1, etc.

Table with columns: INSTITUTION CREDIT: Fall 2013 - CAS, Interim 2014 - CAS, Spring 2014 - CAS. Lists courses like BUS 130, BUS 315, etc.

***** CONTINUED ON NEXT COLUMN ***** CONTINUED ON PAGE 2 *****

Issued To: 8338972A



Diane Krusemark, Bethel University
University Registrar



Record of: Seth Thomas Patrin

Current Name:

Date Issued: 26-OCT-2017

Date of Birth:

Student ID:

Level: Undergraduate

SUBJ	NO.	C	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:							
ECO	301	SP	Intermediate Microeconomics	3.00	B+	9.90	
SPA	102S	SP	Introductory Spanish II	4.00	B	12.00	
Ehrs: 17.00 GPA-Hrs: 17.00 QPts:				50.70	GPA:	2.98	
Summer 2014 - CAS							
BUS	481	SP	Internship in Business	3.00	S	0.00	
Ehrs: 3.00 GPA-Hrs: 0.00 QPts:				0.00	GPA:	0.00	
Fall 2014 - CAS							
BUS	318G	SP	Global Marketing	3.00	A	12.00	
BUS	344	SP	Managerial Finance	4.00	B	12.00	
ECO	302	SP	Intermediate Macroeconomics	3.00	B-	8.10	
GES	426P	SP	Family Interaction	3.00	A	12.00	
Ehrs: 13.00 GPA-Hrs: 13.00 QPts:				44.10	GPA:	3.39	
Interim 2015 - CAS							
BIB	101	SP	Introduction to the Bible	3.00	B	9.00	
Ehrs: 3.00 GPA-Hrs: 3.00 QPts:				9.00	GPA:	3.00	
Spring 2015 - CAS							
BUS	361	SP	Business Law	3.00	A-	11.10	
BUS	420	SP	Marketing Seminar	3.00	A-	11.10	
ECO	320G	SP	Economic Development of Less-Developed Countries	3.00	C+	6.90	
MUL	140A	SP	Beginning Piano	1.00	B+	3.30	
MUL	142A	SP	Beginning Guitar	1.00	A-	3.70	
PEA	113Q	SP	Fly Fishing	1.00	A	4.00	
Ehrs: 12.00 GPA-Hrs: 12.00 QPts:				40.10	GPA:	3.34	
***** TRANSCRIPT TOTALS *****							
		Earned Hrs		GPA Hrs		Points	
		GPA					
TOTAL INSTITUTION		68.00	64.00	213.50	3.33		
TOTAL TRANSFER		86.00	0.00	0.00	0.00		
OVERALL		154.00	64.00	213.50	3.33		
***** END OF TRANSCRIPT *****							

Diane Krusemark

Diane Krusemark, Bethel University
University Registrar



EMPLOYEE NAME: Seth Thomas Patrin

Part I – PERFORMANCE WORK PLAN (PWP)

A. JOB ELEMENT NUMBER AND TITLE (Critical / Non-critical / Weighting, if appropriate)

Element #1: PLANS AND CONDUCTS ARRESTS GL-7

PERFORMANCE STANDARD(S):

As an advanced trainee, working with higher-graded officers, utilizes a variety of authorized sources such as the public, law enforcement agencies, biometrics, record checks, surveillance, and system databases to identify removable aliens (as defined by established guidelines, directives and policies); identifies and locates aliens posing a threat to national security or public safety, as well as those who enter the United States illegally or otherwise undermine the integrity of the nation's immigration laws and border control efforts; applies knowledge of immigration law, constitutional law, regulations, operating instructions, interim decisions, policy guidelines and other immigration-related doctrine as they apply to making arrests; works in conjunction with other ICE officers and agents, as well as other Federal, state and local law enforcement partners; obtains and executes criminal and civil search and/or arrest warrants; conducts warrantless arrests in accordance with legal standards and agency policies and procedures; interrogates suspects using skillful questioning methods and techniques; participates in national and local-level law enforcement initiatives; records work efforts in the applicable database systems or via written reports; applies policy, protocols, laws and regulations.

OUTSTANDING: In addition to the tasks and standards described at the *Excellent* level, work is almost always completed prior to established deadlines.

EXCELLENT: In addition to the tasks and standards described at the *Fully Successful* level, independently completes non-recurring assignments with occasional guidance and instruction from a supervisor or higher-graded officer. Work is frequently completed prior to established deadlines.

FULLY SUCCESSFUL: Independently completes recurring assignments without specific instruction, but defers deviations, problems, and unfamiliar situations to a higher-graded officer or supervisor. Work is almost always completed by established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent. Finished work and methods used are technically accurate and in compliance with instructions or established procedures.

MINIMALLY SATISFACTORY: Completes recurring assignments by established deadlines with continuous supervisory oversight throughout the planning and execution stages. Work is frequently completed by established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent.

UNACCEPTABLE: Performance is below that established at the *Minimally Satisfactory* level.

EMPLOYEE NAME: Seth Thomas Patrin

PART II – PROGRESS REVIEW RECORD *(Progress Review Summary)*

Deportation Officer Seth Patrin left for the Federal Law Enforcement Center in October 2021 to complete his training. He graduated on March 4, 2021. Seth is assigned to the CAP unit. He is working with higher graded officers. He has a basic understanding of immigration law and the application of law in building cases. He will gain a more complex understanding of the law as he continues with working/training with higher graded officers.

PART III – PERFORMANCE ACHIEVEMENTS *(Briefly compare employee's achievements against performance standards.)*

Seth is assigned to CAP. He monitors Hennepin, Chippewa, Dodge and Douglas counties. He is organized and does a great job of utilizing immigration databases and interview skills to identify criminal aliens amenable to removal from the U.S. Seth completes all his record checks, gather intelligence and process cases in a timely manner in both EAGLE and EARM. He determines alienage and the appropriate administrative removal process.

Seth has a great sense of teamwork and is always willing to assist when needed and does so without complaint. He works great with his co-workers as well with our local law enforcement partners. Seth assisted the IHP unit as one of the employees was out on extended leave. Seth did a fantastic job taking over the IHP docket and monitoring those cases. He follows current policy and brings any issues or concerns to his supervisor.

In FY2021, Seth had a total of 11 arrests, 201 encounters, 10 detainers, processed 13 cases and completed 17 pickups.

PART IV – INDIVIDUAL ELEMENT RATING *(See page 2 of the instructions for the definitions of the Individual Rating Levels)*

Outstanding Excellent Fully Successful Minimally Successful Unacceptable

EMPLOYEE NAME: Seth Thomas Patrin

Part I – PERFORMANCE WORK PLAN (PWP)

A. JOB ELEMENT NUMBER AND TITLE (Critical / Non-Critical / Weighting, if appropriate)

Element #2: PARTNERING GL-7

PERFORMANCE STANDARD(S):

As an advanced trainee, utilizes law enforcement knowledge and communication skills, maintains relationships with internal and external partners, including Federal, state, local, tribal and foreign-governmental law enforcement personnel; consular officials; contractors and other stakeholders to achieve agency goals; gathers and shares information related to public safety; observes conditions in detention facilities.

OUTSTANDING: In addition to the tasks and standards described at the *Excellent* level, work is almost always completed prior to established deadlines. Independently develops and maintains effective relationships with established stakeholders to achieve agency goals.

EXCELLENT: In addition to the tasks and standards described at the *Fully Successful* level, independently completes non-recurring assignments with occasional guidance and instruction from a supervisor or higher-graded officer. Work is frequently completed prior to established deadlines. Independently maintains effective relationships with established stakeholders to achieve agency goals.

FULLY SUCCESSFUL: Independently completes recurring assignments without specific instruction, but defers deviations, problems, and unfamiliar situations to a higher-graded officer or supervisor. Finished work and methods used are technically accurate and in compliance with instructions or established procedures. Work is almost always completed by established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent. With guidance and direction from a supervisor or higher-graded officer, maintains relationships with established stakeholders.

MINIMALLY SATISFACTORY: Completes recurring assignments by established deadlines with continuous supervisory oversight throughout the planning and execution stages. Work is performed in accordance with applicable laws, regulations, policy and other precedent.

UNACCEPTABLE: Performance is below that established at the *Minimally Satisfactory* level.

EMPLOYEE NAME: Seth Thomas Patrin

PART II – PROGRESS REVIEW RECORD *(Progress Review Summary)*

Deportation Officer Seth Patrin left for the Federal Law Enforcement Center in October 2021 to complete his training. He graduated on March 4, 2021. Seth is assigned to the CAP unit. He presents himself in a positive and professional manner when interacting with the public as well as his co-workers. As a new Deportation Officer, he is beginning to develop contacts with federal, state and local law enforcement agencies.

PART III – PERFORMANCE ACHIEVEMENTS *(Briefly compare employee's achievements against performance standards.)*

Seth maintains relationships with the other agencies and entities after initial contact. He does a good job working with his counties. He covered IHP as well and worked closely with those institutions and created great working relationship. Seth is always professional when in contact with other agencies. He conducts sound interviews and ensures supervision is aware of both situations and solutions, by adhering to legal, regulatory and policy requirements. Seth understands and knows how to get along with co-workers. He continues to build liaisons with numerous outside law enforcement agencies including federal, state and local.

PART IV – INDIVIDUAL ELEMENT RATING *(See page 2 of the instructions for the definitions of the Individual Rating Levels)*

Outstanding Excellent Fully Successful Minimally Successful Unacceptable

EMPLOYEE NAME: Seth Thomas Patrin

Part I – PERFORMANCE WORK PLAN (PWP)

A. JOB ELEMENT NUMBER AND TITLE (Critical / Non-critical / Weighting, if appropriate)

Element #3: DEPORTATION GL-7

PERFORMANCE STANDARD(S):

As an advanced trainee, works with higher-graded officers to identify and locate aliens who pose a threat to national security or public safety, as well as those who enter the United States illegally or otherwise undermine the integrity of the nation's immigration laws and border control efforts; obtains relevant information from agency and non-agency databases; assists in the installation and monitoring of electronic surveillance devices; applies agency prosecutorial guidelines; reviews docket through daily automated call-up system; reviews file for timely court and agency actions; applies laws, court orders, regulations, policies and precedential decisions pertaining to the enforcement of immigration laws; obtains travel documents to facilitate alien removals; assists in planning, coordinating, and executing alien removals; maintains good working relationships with other Federal, state, local and foreign government officials, airport and airline representatives; escorts aliens in accordance with policy; applies policy, protocols, laws and regulations.

OUTSTANDING: In addition to the tasks and standards described at the *Excellent* level, work is almost always completed prior to established deadlines.

EXCELLENT: In addition to the tasks and standards described at the *Fully Successful* level, independently completes non-recurring assignments with occasional guidance and instruction from a supervisor or higher-graded officer. Work is frequently completed prior to established deadlines.

FULLY SUCCESSFUL: Independently completes recurring assignments without specific instruction, but defers deviations, problems, and unfamiliar situations to a higher-graded officer or supervisor. Work is almost always completed by established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent. Finished work and methods used are technically accurate and in compliance with instructions or established procedures.

MINIMALLY SATISFACTORY: Completes recurring assignments by established deadlines with continuous supervisory oversight throughout the planning and execution stages. Work is performed in accordance with applicable laws, regulations, policy and other precedent.

UNACCEPTABLE: Performance is below that established at the *Minimally Satisfactory* level.

EMPLOYEE NAME: Seth Thomas Patrin

PART II – PROGRESS REVIEW RECORD *(Progress Review Summary)*

Deportation Officer Seth Patrin left for the Federal Law Enforcement Center in October 2021 to complete his training. He graduated on March 4, 2021. Seth is assigned to the CAP unit. He will work on applying for an Official Passport, so he can volunteer and accept International escorts.

PART III – PERFORMANCE ACHIEVEMENTS *(Briefly compare employee's achievements against performance standards.)*

Seth utilizes database checks, surveillance, and liaison with other federal, state, and local entities to locate and arrest criminal aliens with the purpose of placing them in removal proceedings or reinstating prior removal orders.

Seth has completed the necessary training for his to escort and remove aliens to high threat countries. He maintains a current official U.S. passport. Seth has not had the opportunity to accept any international escorts. He did accept a domestic escort; however, the escort was cancelled. I encourage him to continue to volunteer and accept noncitizen escorts to high threat countries and domestic.

Seth has volunteered to work with ICE Air to facilitate the removal of noncitizens.

PART IV – INDIVIDUAL ELEMENT RATING *(See page 2 of the instructions for the definitions of the Individual Rating Levels)*

Outstanding Excellent Fully Successful Minimally Successful Unsatisfactory

EMPLOYEE NAME: Seth Thomas Patrin

Part I – PERFORMANCE WORK PLAN (PWP)

A. JOB ELEMENT NUMBER AND TITLE (Critical / Non-critical / Weighting, if appropriate)

Element #4: PROSECUTIONS GL-7

PERFORMANCE STANDARD(S):

As an advanced trainee, working with higher-graded officers, identifies and locates aliens who pose a threat to national security or public safety, as well as those who enter the United States illegally or otherwise undermine the integrity of the nation's immigration laws and border control efforts; identifies, assists in the presentation, or presents cases for civil and/or criminal prosecution, ensuring the guidelines of the U.S. Attorney's Office and/or ICE legal counsel are met; prepares criminal complaints, affidavits, subpoenas, warrants of arrest and removal, and charging documents; serves as an affiant on criminal arrest and search warrants; gathers evidence; conducts initial legal sufficiency reviews; ensures evidentiary requirements are met prior to trial; provides sworn testimony in criminal and/or civil proceedings; utilizes standard investigative methods and techniques; applies basic interrogation and debriefing techniques; and consolidates disparate facts, events, and actionable intelligence; applies policy, protocols, laws and regulations.

OUTSTANDING: In addition to the tasks and standards described at the *Excellent* level, work is almost always completed prior to established deadlines.

EXCELLENT:

In addition to the tasks and standards described at the *Fully Successful* level, independently completes non-recurring assignments with occasional guidance and instruction from a supervisor or higher-graded officer. Work is frequently completed prior to established deadlines.

FULLY SUCCESSFUL: Independently complete recurring assignments without specific instruction, but defers deviations, problems, and unfamiliar situations to a higher-graded officer or supervisor. Work is almost always completed by established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent. Finished work and methods used are technically accurate and in compliance with instructions or established procedures.

MINIMALLY SATISFACTORY: Completes recurring assignments with continuous supervisory oversight throughout the planning and execution stage. Work is frequently completed prior to established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent.

UNACCEPTABLE: Performance is below that established at the *Minimally Satisfactory* level.

EMPLOYEE NAME: Seth Thomas Patrin

PART II – PROGRESS REVIEW RECORD (*Progress Review Summary*)

Deportation Officer Seth Patrin left for the Federal Law Enforcement Center in October 2021 to complete his training. He graduated on March 4, 2021. Seth is assigned to the CAP unit. He is working with higher graded officers. He has a basic understanding of immigration law and the application of law in building cases. He will gain a more complex understanding of the law as he continues with working/training with higher graded officers.

PART III – PERFORMANCE ACHIEVEMENTS (*Briefly compare employee's achievements against performance standards.*)

Seth has not presented any cases to the United States Attorney's Office in the last 6 months. I would encourage him to present a 1326 for prosecution or work with his co-workers on a case. He does presents cases for civil immigration proceedings.

Seth prepared charging documents, warrants of arrest and removal regarding her cases. He worked closely with the Office of Chief Counsel (OCC) to ensure legal sufficiency prior to the case presentation. The cases he presented for civil prosecution are well put together and provided OCC with all the necessary information needed in court.

Seth was able to get some good experience working the IHP docket. Some of those cases are more complex. He did a great job working with OCC to discuss the appropriate procedural and legal steps that should be taken when dealing with those cases.

PART IV – INDIVIDUAL ELEMENT RATING (*See page 2 of the instructions for the definitions of the Individual Rating Levels*)

Outstanding Excellent Fully Successful Minimally Successful Unsuccessful

EMPLOYEE NAME: Seth Thomas Patrin

Part I – PERFORMANCE WORK PLAN (PWP)

Element #5: PREPARES REPORTS AND OTHER CORRESPONDENCE GL-7

PERFORMANCE STANDARD(S):

As an advanced trainee, working with higher-graded officers, prepares and submits reports and correspondence; written material is factually accurate, legally sufficient, well supported, and reflects the use of correct grammar, punctuation, and spelling; communicates information, in a succinct and organized manner; materials are written in logical, chronological order, with sufficient descriptions or details of subjects or events; accurately prepares responses to Stays of Deportation or Removal, travel document requests, Post Order Custody Reviews, Executive Summaries, memorandums to file, parole letters, affidavits, Significant Incident Reports and other agency written materials and reports in accordance with policy, regulation, operating guidelines and instructions. Demonstration of all aforementioned work examples are not required to meet the full performance level.

OUTSTANDING: In addition to the tasks and standards described at the *Excellent* level, work is almost always completed prior to established deadlines.

EXCELLENT: In addition to the tasks and standards described at the *Fully Successful* level, independently completes non-recurring assignments with occasional guidance and instruction from a supervisor or higher-graded officer. Work is frequently completed prior to established deadlines.

FULLY SUCCESSFUL: Independently completes recurring assignments without specific instruction, but defers deviations, problems, and unfamiliar situations to a higher-graded officer or supervisor. Work is almost always completed by established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent. Finished work and methods used are technically accurate and in compliance with instructions or established procedures.

MINIMALLY SATISFACTORY: Completes recurring assignments with continuous supervisory oversight throughout the planning and execution stage. Work is frequently completed prior to established deadlines. Work is performed in accordance with applicable laws, regulations, policy and other precedent.

UNACCEPTABLE: Performance is below that established at the *Minimally Satisfactory* level.

EMPLOYEE NAME: Seth Thomas Patrin

PART II – PROGRESS REVIEW RECORD (*Progress Review Summary*)

Deportation Officer Seth Patrin left for the Federal Law Enforcement Center in October 2021 to complete his training. He graduated on March 4, 2021. Seth is assigned to the CAP unit. He is working with higher graded officers on processing and preparing 213s.

Seth submits Time and Attendance sheets timely. He maintains all his issued government property and properly safeguards it.

PART III – PERFORMANCE ACHIEVEMENTS (*Briefly compare employee's achievements against performance standards.*)

Seth has done a great job working higher graded officers on processing and preparing 213s. He is motivated and a quick learner. Seth's 213s are well supported, in chronological order and generally mistake free. I encourage Seth to continue preparing 213s that are detailed and thorough.

Seth does a good job documenting his encounters in Eagle. He also is very good at updating EARM with comments regarding his cases.

Seth submits cases for review for entry into the Arrest Authorization Request Tool (AART). His submissions are detailed, factually accurate and include the required information. He updates EARM with comments.

Seth continues to submit timely and accurate AUO reports, time and attendance sheets, RCAs and vehicle utilization logs.

PART IV – INDIVIDUAL ELEMENT RATING (*See page 2 of the instructions for the definitions of the Individual Rating Levels*)

Outstanding Excellent Fully Successful Minimally Successful Unsuccessful

PART V EMPLOYEE APPRAISAL RECORD

EMPLOYEE NAME Seth Thomas Patrin
 Organization: DHS/ICE/ERO
 Social Security No.: On file RATING PERIOD: 10/01/20 – 09/30/21

Check One:

SES PMRS OTHER ATTORNEY NON-ATTORNEY

ELEMENT NO.	CRITICAL/ NON-CRITICAL NOT RATED	JOB ELEMENT TITLE (Brief/Concise)	Weighting If Appropriate					
				O	E	FS	MS	U
1	Critical	Plans and Conducts Arrests		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Critical	Partnering		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Critical	Deportation		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Critical	Prosecutions		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Critical	Prepares Reports and Other Correspondence		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



THIS IS A RATING OF: RECORD: INTERIM RATING

OVERALL PERFORMANCE RATING (See page 2 of the instructions for the definitions of the Individual Rating Levels)

- OUTSTANDING
- EXCELLENT
- FULLY SUCCESSFUL
- MINIMALLY SATISFACTORY
- UNACCEPTABLE (UNSATISFACTORY)

OFFICIAL COMMENTS ON OVERALL RATING (IF ANY):

FINAL PERFORMANCE RATING:

RATING OFFICIAL'S SIGNATURE	REVIEWING OFFICIAL'S SIGNATURE	EMPLOYEE'S SIGNATURE
		SETH T PATRIN
(SIGNATURE)	(SIGNATURE)	Digitally signed by (SIGNATURE) PATRIN
10-19-2021	10-19-21	Date: 2021.10.22
(DATE)	(DATE)	07:48:43 -05'00'
		(DATE)

NOTE: If you, as an employee, anticipate contesting any aspect of your rating(s), you are responsible for contacting the Human Capital POC within your AOR immediately for specific procedures to be followed.