



# Minnesota Board of Peace Officer Standards and Training

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## TRAINING COMMITTEE MEETING AGENDA

Wednesday, December 8, 2021  
1:00 PM On-line

1. Call to Order
2. Approval of Agenda
3. Approval of September 29, 2021, Training Committee Meeting Minutes (Attachment)
4. Announcements
5. Preliminary Discussion of MN Rules Related to Continuing Education
6. Set Next Committee Meeting Date
7. Adjournment

**MINNESOTA BOARD OF  
PEACE OFFICER STANDARDS AND TRAINING**  
1600 University Avenue, Suite 200  
St. Paul, MN 55104

**TRAINING COMMITTEE MEETING MINUTES**  
Conducted Online - September 29, 2021

**Committee Members Present:**

Tanya Gladney, Chair  
Becky Swanson  
Justin Page  
Shelly Schaefer  
Tom Smith for Andrew Evans  
Troy Wolbersen  
Jennifer Foster

**Committee Members Absent:**

None

**Staff Present:**

Shari Mitchell  
Erik Misselt  
Peggy Strand  
Rebecca Gaspard  
Angie Rohow

Chair Gladney called the meeting to order at 1:34pm, welcomed everyone and took roll. The first order of business was approval of the agenda.

- **MOTION:** Swanson moved to approve the agenda. Schaefer seconded the motion. The agenda was approved.

The next item was approval of the December 17, 2020, Training Committee meeting minutes.

- **MOTION:** Swanson moved to approve the minutes. Wolbersen seconded the motion. The minutes were approved.

**Announcements:**

Chair Gladney recognized Executive Director Erik Misselt. Director Misselt explained that the board meeting agenda for tomorrow (Sept. 30) includes both continuing education and preservice education as topics for discussion. He explained that he is not looking for board actions on these topics. He said he wants to get a sense of the board's general feelings about directions to take on these topics that will be coming before the training committee at a future date. Director Misselt also updated the committee on some staffing changes and vacancies.

**Active Bystandership Training**

Chair Gladney presented the committee with information about bystandership training for law enforcement. This included information about the broad intentions of the training and various models, including the Georgetown model (ABLE). The model used by St. Paul Police Department (EPIC) and a possible alternative Minnesota model. She explained how a peer intervention program like active bystandership training may create a culture of support for officers and be beneficial to the communities they service.

Tom Smith explained his work and research with this topic and said “it's more of an initiative than it is a program because to make it work you have to have community folks along with law enforcement agencies that are part of this.” Mr. Smith went on to talk in support of this type of training.

Chair Gladey emphasized in-service training where real change in practice to “get at the culture of the department” will take place.

Additional committee discussion included:

- Particulars of different training models.
  - How the training could be effective across agency types.
  - The usefulness of this training both prior to, and while in service and how to assess the effectiveness of the training.
- **MOTION:** Chair Gladney made a motion to request POST staff gather more information on this topic for discussion at a future meeting including:
    - 1) Taking a look at pre-service learning objectives and training on this topic.
    - 2) Checking to see what law enforcement agencies in Minnesota are currently doing and what models they are using.
    - 3) Bringing in speakers from agencies to talk about this training at their agencies.

The motion was seconded by Wolbersen and approved unanimously.

The next items on the agenda were updates from Peggy Strand to provide preliminary information on upcoming topics to be address by the training committee including: the job task analysis project and the rule-required PPOE program recertifications.

Next, Rebecca Gaspard presented the committee with information on work she is doing with the Rules Advisory Committee relative to continuing education. She asked the committee to consider setting up time to have preliminary discussions about some of the potential rule changes. Future discussions could include practices around mandatory training, instructor qualifications and more. Ms. Gaspard offered to work with Chair Gladney to come up with dates to schedule the next training committee meeting to address continuing education related topics.

Becky Swanson moved to adjourn the meeting at 2:33pm. The motion was seconded by Jennifer Foster and the meeting adjourned.

**CAUTION:** This rules draft is a preliminary internal document for the purpose of preliminary discussion of potential rule amendments to MN Rules Chapter 6700. **The POST Board has not approved this draft.**

Discussion points:

1. Eliminate sponsor program (allows approved sponsors to develop and offer courses without POST approval)
2. Require POST approval only for mandated courses. Mandated courses are those required by statute, plus those determined to be necessary and identified in rule.
3. Total number of CEs (currently 48 per license cycle) to be determined

Possible Rule language (in progress rough draft)

**Subp. 2A. Continuing Education.** The licensee must complete a total of X hours of continuing education hours within the three year licensing cycle before renewal.

A. **xx** of the X hours must include the satisfactory completion of the following board approved courses:

- 1) legal updates and current case law for Minnesota peace officers for a minimum of 4 hours/credits;
- 2) mental illness and crisis intervention<sup>1</sup> for a minimum of 6 hours/credits; 628.8474
- 3) autism<sup>2</sup> for a minimum of 4 hours; 628.8474

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<sup>1</sup> 626.8469 TRAINING IN CRISIS RESPONSE, CONFLICT MANAGEMENT, AND CULTURAL DIVERSITY.

Subdivision 1. *In-service training required.* (a) Beginning July 1, 2018, the chief law enforcement officer of every state and local law enforcement agency shall provide in-service training in crisis intervention and mental illness crises; conflict management and mediation; and recognizing and valuing community diversity and cultural differences to include implicit bias training to every peace officer and part-time peace officer employed by the agency. The training shall comply with learning objectives developed and approved by the board and shall meet board requirements for board-approved continuing education credit. The training shall consist of at least 16 continuing education credits within an officer's three-year licensing cycle. Each peace officer with a license renewal date after June 30, 2018, is not required to complete this training until the officer's next full three-year licensing cycle.

(b) Beginning July 1, 2021, the training mandated under paragraph (a) must be provided by an approved entity. The board shall create a list of approved entities and training courses and make the list available to the chief law enforcement officer of every state and local law enforcement agency. Each peace officer

(1) with a license renewal date before June 30, 2022, and

(2) who received the training mandated under paragraph (a) before July 1, 2021, is not required to receive this training by an approved entity until the officer's next full three-year licensing cycle.

(c) For every peace officer and part-time peace officer with a license renewal date of June 30, 2022, or later, the training mandated under paragraph (a) must:

(1) include a minimum of six hours for crisis intervention and mental illness crisis training that meets the standards established in subdivision 1a; and

(2) include a minimum of four hours to ensure safer interactions between peace officers and persons with autism in compliance with section 626.8474.

<sup>2</sup> 626.8474 AUTISM TRAINING

Subd. 3. **In-service training required.** Beginning July 1, 2021, the chief law enforcement officer of every state and local law enforcement agency shall provide in-service autism training to every peace officer and part-time peace officer employed by the agency. The training must comply with the learning objectives developed and approved by the board and must meet board requirements for board-approved continuing education credit. The training must consist of at least four continuing education credits of the credits required under section 626.8469 within an officer's three-year licensing cycle. Each peace officer with a license renewal date after June 30, 2021, is not required to complete this training until the officer's next full three-year licensing cycle.

- 4) conflict management and des-escalation for a minimum of 4 hours/credits;
- 5) cultural differences, implicit bias, racial profiling for a minimum of 4 hours/credits;
- 6) resilience courses for officers promoting mental health wellness for a minimum of 4 hours/credits; – mental health assessment/suicide prevention/ptsd assessment/stress relief (more cops die by suicide than are killed on the job)
- 7) UOF training 8 hours a year for a total of 24 CEs in the renewal cycle. Including qualifications via learning objectives and weapons qualifications.
- 8) Weapons recertification?
- 9) Emergency Vehicle Operations and Police Pursuits training of 8 hours unless a waiver from the chief law enforcement officer affirming that the officer will not operate a vehicle as a peace officer in compliance with 626.8458 Subd. 5. This requirement applies to renewal of licenses that expire in 2024 and thereafter.
- 10) Any additional continuing education courses mandated by law.

### **6700.0900 CONTINUING EDUCATION COURSE APPROVAL.**

Board approval of CE courses is granted only for required courses identified in 6700.100

A. A course provider must apply for board approval of any required continuing education (CE) courses listed above. The provider must submit:

- 1) a completed application on a form provided by the board;
- 2) course objectives and a course outline including timeline;
- 3) an indication of the course format (online, in person, independent study);
- 4) for courses previously approved by the board, identify any updates to the course;
- 5) the learning assessments to be used by the instructor to establish whether the officer successfully completed the course; how would we get them to do this? What would it be? Staff questions whether CE Coordinators have time to review it?
- 6) evidence that the course content addresses learning objectives for the course established by the board;
- 7) for each instructor and potential substitute instructor who will teach the course, provide:
  - a) a resume;
  - b) evidence that each instructor has a minimum of 2 years of professional or community experience in the subject area;
  - c) the instructor’s training in adult learning and instruction
  - d) the instructor’s experience in adult learning and instruction;

#### **Subp. 3a. Providing approved CE Courses.**

- A. The approved instructor(s) must to present at all time during training.
- B. The instructor must read the
- C.

#### **Subp. 4a. Instructors.**

- A. Instructors of CE courses requiring approval from the Board must meet the following qualifications<sup>3</sup>:
  - i) 2 years of professional experience in the subject area being taught
  - ii) ?

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<sup>3</sup> Current rule: 6700.0900 Subp 3: E. Instructors who teach continuing education courses shall possess professionally recognized training and experience in the assigned subject area, and board-recognized instructor training or specialized academic preparation in the assigned subject area.

iii) Formalized training in the subject matter

B. Alzheimer's disease or dementia instructors must have at least two years of direct care of a person with Alzheimer's disease or dementia, crisis intervention training, and mental health experience;  
*or are these the only requirements? Are there instructors who have both instructor training AND the direct care experience with crisis intervention training AND mental health experience? What about train the trainer courses?*