

Table of Contents

Minnesota Board of Peace Officer Standards and Training

<i>Agency Profile</i>	1
<i>Agency Expenditure Overview (REVISED)</i>	3
<i>Agency Financing by Fund (REVISED)</i>	4
<i>Agency Change Summary (REVISED)</i>	5
<u>Change Item(s)</u>	6
<i>Operating Adjustment</i>	6
<i>Salesforce – MNIT Costs</i>	7
<i>Obtain HR and FRM Services from Small Agency Resource Team (SmART)</i>	8
<i>Extend Peace Officer Training Assistance (NEW)</i>	10
<i>POST Staffing Request (NEW)</i>	12

AT A GLANCE

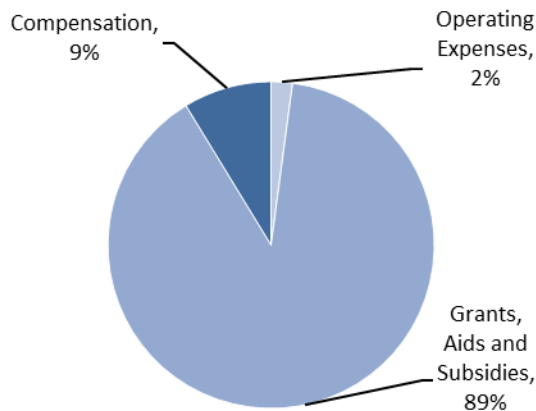
- License more than 11,000 peace officers and part-time peace officers.
- Certify the Professional Peace Officer Education programs at 30 colleges and universities.
- Conduct law enforcement agency compliance reviews.
- Process complaints of peace officer misconduct.
- The POST Board serves more than 420 law enforcement agencies, 30 colleges and universities, legislators and Governor's office, local elected officials, other state agencies, as well as special interest groups, individual citizens and the media.

PURPOSE

The mission of the Minnesota Board of Peace Officer Standards and Training (POST Board) is to advance the professionalism of Minnesota's peace officers by adopting and regulating education, selection, licensing and training standards. Established in 1978 by M.S. 626.84 (<https://www.revisor.mn.gov/statutes/?id=626.84>), the purpose of the POST Board is to regulate and enhance the profession of law enforcement throughout the state of Minnesota.

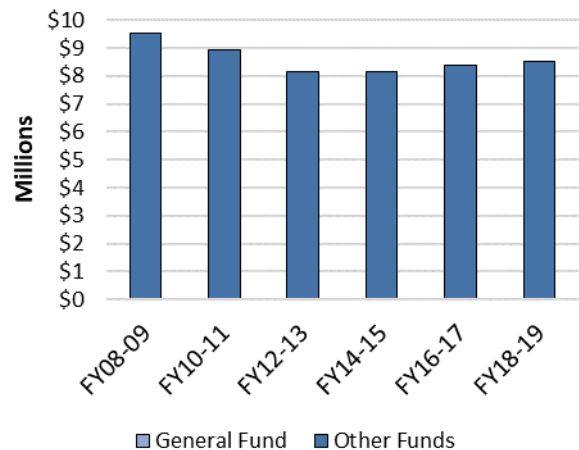
BUDGET

**Spending by Category
FY 2019 Actual**



Source: Budget Planning & Analysis System (BPAS)

Historical Spending



Source: Consolidated Fund Statement

The POST Board is completely funded through the general fund starting in FY 2020.

The budget for FY 20-21 from the general fund is \$20,692,000 and it is allocated as follows:

- Training reimbursements to local governments: \$18,298,000
- General operating costs:..... \$2,594,000
- The POST Board has 12 full-time employees.

STRATEGIES

The POST Board's mission is implemented through the following functions:

Education

- establish and maintain pre-service education learning objectives
- manage a training reimbursement fund for law enforcement agencies

Licensing and Compliance

- administer license exams (peace officer, interstate reciprocity and military reciprocity)
- license peace officers
- renew and restore peace officer licenses
- ensure compliance with standards of conduct
- ensure compliance with in-service continuing education requirements
- conduct annual on-site compliance reviews of the state's 420+ law enforcement agencies every 4-5 years
- process allegations of misconduct and impartial policing complaints

Efficiency

- administer on-line examination process and administer current computer system enhancements to data collection, processing and data storage
- manage the in-house e-licensing system
- manage the in-house continuing education tracking system for licensees
- perform other duties and services as mandated by the legislature

RESULTS

While Board and staff members are comfortable and experienced in their role as the State's regulatory agency for law enforcement, POST also serves a parallel role as a resource to law enforcement officers, chiefs, sheriffs and state agency directors.

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Awarded new peace officer license	621	601	FY 19/FY20
Quantity	Administered peace officer exams	824	907	FY 19/FY20
Quantity	Conducted on-site law enforcement agency compliance reviews	92	30	FY 19/FY20

POST's enabling legislation was created in 1977 session law and later codified under M.S. 626.84 (<https://www.revisor.mn.gov/statutes/?id=626.84>), which provides the legal authority for the POST Board.

(Dollars in Thousands)

	Actual FY18	Actual FY19	Actual FY20	Estimate FY21	Forecast Base FY22 FY23		Governor's Recommendation FY22 FY23	
--	----------------	----------------	----------------	------------------	----------------------------	--	---	--

Expenditures by Fund

1000 - General	6,000	6,092	10,084	14,373	11,131	11,131	12,046	11,946
2000 - Restrict Misc Special Revenue	4,029	4,480						
Total	10,029	10,571	10,084	14,373	11,131	11,131	12,046	11,946
Biennial Change				3,856		(2,195)		(465)
Biennial % Change				19		(9)		(2)
Governor's Change from Base								1,730
Governor's % Change from Base								8

Expenditures by Program

Peace Officers Standards & Training	10,029	10,571	10,084	14,373	11,131	11,131	12,046	11,946
Total	10,029	10,571	10,084	14,373	11,131	11,131	12,046	11,946

Expenditures by Category

Compensation	781	923	944	1,286	1,301	1,301	1,807	1,829
Operating Expenses	195	223	217	3,910	779	779	1,188	1,066
Grants, Aids and Subsidies	9,046	9,424	8,923	9,175	9,049	9,049	9,049	9,049
Capital Outlay-Real Property				1	1	1	1	1
Other Financial Transaction	7	2		1	1	1	1	1
Total	10,029	10,571	10,084	14,373	11,131	11,131	12,046	11,946

Full-Time Equivalents

8.16	9.59	8.83	13.00	13.00	13.00	17.00	17.00
------	------	------	-------	-------	-------	-------	-------

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base		Governor's Recommendation	
	FY18	FY19	FY20	FY21	FY22	FY23	FY22	FY23
1000 - General								
Balance Forward In				263				
Direct Appropriation	6,000	6,400	10,346	14,110	11,131	11,131	12,046	11,946
Cancellations		308						
Balance Forward Out			262					
Expenditures	6,000	6,092	10,084	14,373	11,131	11,131	12,046	11,946
Biennial Change in Expenditures				12,365		(2,195)		(465)
Biennial % Change in Expenditures				102		(9)		(2)
Governor's Change from Base								1,730
Governor's % Change from Base								8
Full-Time Equivalents			8.31	13.00	13.00	13.00	17.00	17.00

2000 - Restrict Misc Special Revenue

Balance Forward In		216						
Direct Appropriation	4,144	4,156						
Transfers In	87	199						
Cancellations	0	92						
Balance Forward Out	202							
Expenditures	4,029	4,480						
Biennial Change in Expenditures				(8,509)		0		0
Biennial % Change in Expenditures				(100)				
Governor's Change from Base								0
Governor's % Change from Base								
Full-Time Equivalents	8.16	9.59	0.52					

(Dollars in Thousands)

	FY21	FY22	FY23	Biennium 2022-23
Direct				
Fund: 1000 - General				
FY2021 Appropriations	14,110	14,110	14,110	28,220
Base Adjustments				
Current Law Base Change		(2,979)	(2,979)	(5,958)
Forecast Base	14,110	11,131	11,131	22,262
Change Items				
Operating Adjustment		23	45	68
Salesforce – MNIT Costs		137	137	274
Obtain HR and FRM Services from Small Agency Resource Team (SmART)		110	110	220
POST Staffing Request		645	523	1,168
Total Governor's Recommendations	14,110	12,046	11,946	23,992
Revenue Change Summary				
Non-Dedicated				
Fund: 1000 - General				
Forecast Revenues	450	450	450	900
Total Governor's Recommendations	450	450	450	900

Minnesota Board of Peace Officers Standards and Training (POST Board)

FY 2022-23 Biennial Budget Change Item

Change Item Title: Operating Adjustment

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	23	45	45	45
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	23	45	45	45
FTEs	0	0	0	0

Recommendation:

The Governor recommends additional funding of \$23,000 in FY 2022 and \$45,000 in each subsequent year from the general fund to maintain the current level of service delivery at the POST Board.

This represents a 0.3% change to the Board's overall general fund appropriation.

Rationale/Background:

The operating increases recommended in FY 2022 and FY 2023 fund a portion of the projected cost increases in the upcoming biennium. Each year, the cost of doing business rises—including growing costs for employer-paid health care contributions and other salary and compensation-related costs. Other operating costs, like rent and lease, fuel and utilities, and legal services also grow. This cost growth puts pressure on agency operating budgets that remain flat from year to year without enacted increases.

Agencies face challenging decisions to manage these costs within existing budgets, while maintaining the services Minnesotans expect. To manage costs, most agencies find ways to become more efficient with existing resources.

Efficiencies will continue in the next biennium; however, cost growth will continue to put pressure on budgets and without additional resources, service delivery erodes.

Proposal:

The Governor recommends increasing agency operating budgets to support the delivery of current services. This increase is below the assumed level of inflation, acknowledging continued efficiencies achieved by the POST Board. For POST Board, this funding will cover expected and anticipated employee compensation growth and known cost increases in rent.

Results:

This proposal is intended to allow the Board of Peace Officers Standards and Training (POST) to continue to provide current levels of service and information to the public.

Minnesota Board of Peace Officer Standards and Training (POST Board)

FY 2022-23 Biennial Budget Change Item

Change Item Title: Salesforce – MNIT Costs

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	137	137	137	137
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	137	137	137	137
FTEs	0	0	0	0

Recommendation:

The Governor recommends \$137,000 each year for Salesforce E-licensing software licensing, maintenance costs and MNIT service rates that are now being charged to POST by MN.IT. This will cover the costs associated with licensing, maintenance of Salesforce E-licensing system and MNIT service and hardware costs. This represents a 9% increase to the agency's operating budget.

Rationale/Background:

The POST Board is an independent regulatory and licensing Board in the executive branch. The Board oversees the licensing and training of all peace officers in the state and imposes licensing sanctions on licensees for criminal convictions and violations of POST standards of conduct.

The POST Board utilizes the Salesforce e-licensing software for all activities related to peace officer licensing, including issuance of new licenses, tracking of training, applications for testing, terminations, personnel notifications, etc. Since the POST Board, as well as other state entities, began using Salesforce in 2015, MNIT and/or DPS has been covering those costs. Beginning with the biennial budget for FY20-21, MNIT began charging the costs for this system to the end user. Because MNIT notified the POST Board of their intent to begin charging for Salesforce after the FY20-21 biennial budget was approved, e-licensing funds have been used to cover these costs. This will be the first biennium where the POST Board has been able to incorporate this budget request as a part of the regular budgeting process.

The bill for FY22 was estimated at \$118,000 for the year, based upon 12 user licenses. The POST Board is authorized 12 positions and had 2 more positions appropriated by the legislature during the 2021 special session which will bring the total number of licenses required to 14 (a 16% increase), thus the request for \$137,000.

Proposal:

Beginning in FY2022 and every year thereafter, the POST Board will pay the Salesforce costs and MNIT service rates, as billed by MNIT.

The total cost for this request is \$137,000 per year.

Minnesota Board of Peace Officer Standards and Training (POST Board)

FY 2022-23 Biennial Budget Change Item

Change Item Title: Obtain HR and FRM services from Small Agency Resource Team (SmART)

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	110	110	110	110
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	110	110	110	110
FTEs	0	0	0	0

Recommendation

The Governor recommends \$110,000 each year for the cost of receiving administrative services from the Small Agency Resource Team (SmART) in the Department of Administration beginning in FY2022. Currently, the POST Board receives these services from the Department of Public Safety (DPS) for no additional costs. The list of services includes:

- Human Resources (HR)
 - Vacancy Filling
 - Determining qualifications
 - Position posting and advertising
 - Advising on contract provisions
 - Payroll
 - Overseeing payroll for accuracy
 - Training on contract provisions
 - Overseeing Family Medical Leave Act (FMLA) requests
 - Classifications
 - Making final class determinations
 - Coordinating Hay Evaluations when necessary
 - Labor Relations
 - Advising on labor relations, employee performance, behavior, or attendance issues
- Financial Management
 - Financial Transactions
 - Purchasing
 - Payment Processing
 - Cash receipts
 - Report distribution and review assistance
 - Employee expense report processing
 - Expenditure corrections and expense transfers
- Budgeting
 - Annual budget assistance
 - Biennial budget assistance
 - Report distribution and review assistance

This proposal increases the POST Board's operating budget by 7%.

Rationale/Background:

The POST Board is an independent regulatory and licensing Board in the executive branch. The Board oversees the licensing and training of all peace officers in the state and imposes licensing sanctions on licensees for criminal convictions and violations of POST standards of conduct. The Board has jurisdiction in these matters over several divisions of peace officers within DPS, to include the BCA, the State Patrol, DNR and licensees employed within the DPS Commissioner's office.

Currently, the POST Board and its staff are often viewed as a part of DPS and under the purview of the Commissioner of DPS, despite being an independent board that is directly accountable to the Governor. Members of the public, board stakeholders and licensees themselves are often unaware of the Board's independence from DPS, which results in confusion. In order to promote transparency in regulation of the conduct and training of peace officers, there should be a clear separation of the POST Board from DPS.

Furthermore, because DPS is a very large division within state government, its policies and practices regarding human resources and financial management are specifically designed for a large organization. This means that many processes cannot be easily applied to an independent organization of 12 staff.

For many of these reasons, in 2019 numerous Health Licensing Boards (HLB) discontinued receiving human resources and other support services from various larger divisions within state government and transitioned to utilizing SmART. The POST Board is very similar in size and structure to these HLBs and would similarly benefit from such a transition.

Proposal:

Beginning in FY 2022 and every year thereafter, the POST Board would receive human resources and Financial Management services from Small Agency Resource Team (SmART). Making this change will accomplish two things for the POST Board:

- Receive administrative assistance that is deliberately tailored for small boards and agencies, increasing the Board's efficiency and effectiveness in these areas.
- Provide a clear demarcation between the POST Board, a regulatory agency, and DPS, an organization regulated by the Board and remove any conflicts of interest, real or perceived, as the POST Board carries out its statutorily mandated functions.

Minnesota Board of Peace Officers Standards and Training

FY 2022-23 Biennial Budget Change Item

Change Item Title: Extend Peace Officer Training Assistance Funds

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	0	0	6,000	6,000
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	0	0	6,000	6,000
FTEs	0	0	0	0

Recommendation:

The Governor recommends that the funding for Peace Officer Training funds, set to expire June 30, 2023, be extended through the FY 2024-2025 biennium and every year thereafter.

These funds are used to offset training costs for local and county agencies as they meet state and POST mandated training requirements associated with license maintenance and renewal as well as professional development needs of peace officers.

This training funding has been in place since FY19 and every year since. This change will make this funding permanent.

Rationale/Background:

This funding was provided first in FY19 to local and county law enforcement agencies as a result of new mandated training (16 hours per renewal cycle) being required for peace officer license renewal. Beginning in FY22 an additional 4 hours of mandated training has been added. The state has historically provided such training funding reimbursement to county and local agencies in recognition of the increased costs that come with increased training mandates.

The Governor recommends this change. This change will remove ambiguity for local and county agencies going forward as they plan their budgets. It will provide law enforcement agencies across the state with adequate funding to meet both current and any potential future training mandates for peace officers.

Proposal:

This is a proposal to extend current peace officer training reimbursement funding permanently. It would maintain the current program consistent with what has been funded the last 3+ fiscal years. This proposal does not change the current reimbursement levels in which 100% of the allocated funds are disbursed to local and county agencies for peace officer training. These funds are not used for POST operating costs.

The funding recommendation includes requirements that the POST Board collect certain data on the trainings provided, course evaluations and instructor qualifications, as well as outcomes related to complaints filed. The fund shall be renamed the Philando Castile Memorial Training Fund to recognize the impact that successful training outcomes can have on the lives of Minnesotans.

Impact on Children and Families:

Children and families across the State of Minnesota rely on their county and local peace officers to provide a safe and secure environment in which to thrive. They have a right to expect that the peace officers that serve them are well-trained and competent in the performance of their duties. This proposal helps ensure that a lack of resources does not stand in the way of that training.

Equity and Inclusion:

The policing profession serves all communities and people, regardless of their socio-economic class, race, creed, etc. Government service is one remaining area where all receive services regardless of their ability to pay. The peace officers that serve underrepresented people in society should be as well trained as those that serve the more well-off. This proposal helps ensure that the peace officers in less-well off communities have the resources to avail themselves of the state required training and bring those skills and competency to the communities that they serve.

Results:

<i>Type of Measure</i>	<i>Name of Measure</i>	<i>Previous</i>	<i>Current</i>	<i>Dates</i>
Quantity	Peace Officer Training reimbursement disbursed annually	6,000,000	6,000,000	FY19-FY22
Quality	Peace officers required to meet new training mandates annually	Approx. 3,000-4,000	Approx. 3,700	FY21
Results				

Minnesota Peace Officers Standards and Training Board (POST Board)

FY 2022-23 Biennial Budget Change Item

Change Item Title: POST Staffing Request

Fiscal Impact (\$000s)	FY 2022	FY 2023	FY 2024	FY 2025
General Fund				
Expenditures	645	523	523	523
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	645	523	523	523
FTEs	4	4	4	4

Recommendation:

The Governor recommends \$645,000 in FY 2022 and \$523,000 in FY 2023 and thereafter to expand POST Board operations to include compliance and enforcement staff, training coordinators, and office support staff to help ensure robust implementation of audit recommendations and ensure excellence in policing in Minnesota.

Rationale/Background:

POST Board rules and business processes have not changed substantially for decades while the expectations and needs of citizens for the profession have changed and continue to evolve. Originally designed in the 1970's as a very basic licensing and arguably minimalist regulatory board, the current organizational structure and staffing plan is inadequate to meet the needs of the public, the police service and state leadership.

In 2020, the POST Board commissioned an independent audit by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) of its business processes, to include comparisons to other states and best practices. The audit report made recommendations regarding pre-service education and training, continuing education and regulation/compliance, which would change how the POST Board conducts its regulatory and licensing functions in the state. Many of these recommendations will be difficult to implement with the current organizational/staffing structure. Additionally, the resulting time lag to accomplish these changes is problematic given the urgency of the moment that the state and the profession find themselves in.

Recent conversations in the community and among policy makers related to increasing accountability and building trust in the peace officer profession, add to the urgency and provide greater context to the audit report. Furthermore, the board membership continues to change with the expectations of the state's citizens and stakeholders. The ideas and philosophy of what the POST Board should be are inconsistent with the original intent of the POST Board and its organizational structure.

Minnesotans want to be safe in their homes and neighborhoods and look to peace officers to help provide that safety. Currently, the relationship between the profession and citizens is as strained as it has been at any time in American history. That relationship is built on trust in the competency and professionalism of those that serve. While that is appropriately a local relationship, the state--in this case, the POST Board--has a critical role to play in supporting that trust relationship and ensuring accountability.

Citizens must have confidence that there are clear standards of professionalism, as well as consistently administered training in best practices across the police service in this state. They must have confidence that the

POST Board is ensuring that professional standards are constantly being reviewed, updated, and upheld through training and accountability.

Local agencies and peace officers themselves must have confidence that they are part of a profession that meets high standards and ensures the most relevant, productive training to keep them safe in their jobs. Minnesota's peace officers deserve a profession that supports those who do the job ethically and properly and ensures that those that do not, are not allowed into the profession in the first place or are held accountable for failure to uphold these high standards.

Proposal:

The requested expansion allows the POST Board to address the short and long term recommendations in the IADLEST audit; the current statutory changes that increased the work and responsibility of the POST Board; and the capacity to address future legislation as well as take proactive actions on issues such as state-wide accreditation for agencies and best practices research.

The POST Board organizational chart would expand from the current 14 FTE's to 18 FTE's. A brief explanation of the responsibilities (if new from current duties) for each position is included below. This chart assumes that the POST Board would move all paper-based business processes to fully online by FY23 or sooner if possible.

- I. Executive Director
- II. Administration/Professional Standards
 - a. Assistant Director (Supervisor for staff in administration/professional standards, e.g. direct reports).
 - b. Clerical Staff (3)
 - c. Licensing and Testing Coordinator
 - d. Rules/legislative Coordinator
 - e. Professional Standards Specialist (Annual renewal, POST Accreditation, State-wide Accreditation, Policy-best practices research, produce biennial and legislative reports).
- III. Compliance and Enforcement and Training
 - a. Compliance and Training Manager (directly supervise compliance and training staff, coordinate compliance and special projects, manage complaint and training database).
 - b. Compliance and Enforcement
 - i. Standards Coordinator (5) – Investigations, annual compliance reviews, annual reporting
 - c. Training
 - i. Professional Peace Officer Education skills/academy Coordinator – ex-officio lead for pre-service/academy training committee
 - ii. Continuing Education Coordinator (3) – Course review and approval, training-best practices research (ex-officio lead for CE advisory committee), Coordinate state-wide instructor certification program.

Impact on Children and Families:

This proposal improves the lives of all Minnesotans, including children and families, by increasing POST Board capabilities and ensuring that problematic issues in the regulation and licensing of peace officers are addressed in a thorough and timely manner. Furthermore, this will allow POST to be more proactive, innovative, and transparent because leadership will have more ability to engage community, professional and legislative stakeholders in long range planning and discussion of best practices. With time, this should help build trust with the state-wide community and restore faith in the police service in terms of training and accountability.

Equity and Inclusion:

A central purpose of this proposal is to implement policy and practices that provide transparency, consistency and accountability in licensing and regulation of the police service in the State of Minnesota. The experience-based

belief that voices have not been heard on critical public safety topics has had a deleterious impact on the relationship between law enforcement and the communities that they serve. By ensuring the POST Board has adequate resources, the proposal provides far more opportunity to meet and engage with all stakeholders, thus ensuring all voices are included in the discussion.

IT Related Proposals:

The proposal includes the ability to consolidate the complaint and training databases that are being developed now with the existing POST licensing software into a single, vertically integrated system that would move all of POST's business processes to an online only platform for licensing, renewal, complaints, investigations, agency compliance and training. This proposal would also enable the development of a public facing system that would allow the public to search and retrieve public data on licensed peace officers and agencies as it pertains to licensing status and compliance. Both components will significantly improve the efficiency of POST Board business processes not only for the Board itself but for the public, licensees, agencies and state government leadership.

Results:

The proposal will provide POST with the resources to address a long-neglected need to update POST business processes and policies. It will also allow POST to act on the recommendations of the IADLEST audit as well as carry out the new requirements of police reform legislation. Most importantly, the proposal will ensure that POST has the capacity to proactively address its mission to improve the profession of policing in Minnesota based upon best practices and current industry standards.