



Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200, Saint Paul, MN 55104

(651) 643-3060 | www.mn.gov/post

Variance Petition Summary

Date of Board Meeting: August 28, 2025

Petitioner: Alex Howard

Basis for Variance Request: Mr. Howard has an Associate in Applied Science degree in the Culinary Arts from Le Cordon Bleu College Minneapolis/St. Paul. Le Cordon Bleu is nationally accredited; therefore, it does not meet the definition of a “school” per rule.

Rule Citation:

6700.0100, subdivision 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*): Mr. Howard is seeking a variance on the definition of “school” to include Le Cordon Bleu College of Culinary Arts (Minneapolis/St. Paul) – which is nationally accredited. Mr. Howard is in the application/hiring process with the South St. Paul Police Department for the position of Cadet. As a cadet, Mr. Howard would have to enroll in the ICPOET program with HTC. Currently, Mr. Howard is not eligible to enroll in the ICPOET program because his degree was issued by a nationally accredited university. A variance on rule 6700.0100, subpart 20 would make Mr. Howard eligible to enroll in the ICPOET program.

Previous Board Action on Similar Requests:

- 2024 – The Board denied two variance requests in which the petitioner asked to have their nationally accredited college recognized as a “school” under 6700.0100, subpart 20.

Board Review of Variance Request:

- The Board may ask questions or request additional information from the petitioner.
- The Board cannot waive statutory requirements.
- The Board may attach any conditions to the granting of a variance needed to protect public health and safety.

1. Would 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 bullet number 2 below.
- If no, this is a **mandatory** variance and must be granted. To grant the variance:
 - a. identify any conditions to the granting of the variance needed to ensure the variance protects the public health and safety;
 - b. determine how long should the variance be in effect; and
 - c. make a motion.

Sample motion to GRANT a mandatory variance: *I make a motion for the Board to approve the petitioner's request for a variance because application of the Minnesota Rule 6700.____, as applied to the circumstances of the petitioner, would not serve any purpose of the rule. I move that the variance be granted until ____ with the following conditions*

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

- a. the application of the rule to the petitioner would result in hardship or injustice;
- b. a variance from the rule would be consistent with public interest; and
- c. a variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.

Sample motion to GRANT a discretionary variance: *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700.____ be granted until ____ with the following conditions*

Sample motion to DENY a discretionary variance: *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700.____ because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*

- a. *the application of the rule to the petitioner would not result in hardship or injustice;*
- b. *a variance from the rule would not be consistent with public interest; and/or*
- c. *a variance from the rule would prejudice the legal or economic rights of a person.*



MINNESOTA BOARD OF
PEACE OFFICER STANDARDS AND TRAINING (POST Board)
1600 UNIVERSITY AVENUE, SUITE 200
SAINT PAUL, MINNESOTA 55104-3825

(651) 643-3060
FAX: (651) 643-3072
www.post.state.mn.us

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): Alex Howard

Petitioner Contact Name: _____

Street Address: _____

Email address: _____

City, State, Zip Code: _____

Phone: _____

Variance Request

1. Cite the Minn. Rule that is the subject of the request: 6700.0100. Subpart 20
2. Briefly describe /summarize the specific variance from Rule being requested.
Requesting Variance from Regionally accredited to Nationally accredited
3. State the period of time for which the variance is requested: Until licensed

Details - Please submit your answers to the following questions on a separate sheet. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

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.

Alex Howard

Signature

7/25/2025

Date

Alex Howard

Printed Name/title

Tennesen 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.

Variance Request Supplemental Responses

Name: Alex Howard

Rule: 6700.0100, Subpart 20

Date: 7/25/2025

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.

This request is necessary because Minnesota Rule 6700.0100, Subpart 20, requires applicants to hold a degree from a **regionally accredited** postsecondary institution. I completed my degree at **Le Cordon Bleu College of Culinary Arts**, which was **nationally accredited** by the **Accrediting Commission of Career Schools and Colleges (ACCSC)**—a nationally recognized accrediting agency approved by the U.S. Department of Education.

Although my institution was not regionally accredited, ACCSC accreditation ensures compliance with rigorous academic, ethical, and administrative standards. I selected this institution in good faith, based on its strong reputation and federal accreditation status. My program provided comprehensive education, transferable professional skills, and was subject to the same type of academic oversight expected of regionally accredited programs.

It should also be noted that the U.S Department of education **no longer differentiates between national and regional accreditation as of February 26, 2020.**

To comply with the intent of the rule—which is to ensure applicants are prepared through legitimate and quality education—I will submit the following with this Request:

- Official transcripts.
- Documentation verifying ACCSC's federal recognition.
- Associates of Applied Sciences and International certification.
- United States Department of Education: Final Accreditation and State Authorization Regulations.

2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.

(a) Hardship/Injustice:

Under the current interpretation of Rule 6700.0100, Subp. 20, my degree is not accepted solely due to its national — rather than regional — accreditation. This creates an undue and unjust hardship:

- **Educational Disqualification:** My degree, earned from a legitimate, federally recognized, academically rigorous institution, is rendered ineligible based solely on the classification of its accreditor.
- **Financial and Professional Harm:** To obtain a new, regionally accredited degree that would satisfy POST requirements would require duplicating my education at great personal and financial cost, despite already having met equivalent academic standards.
- **Barrier to Public Service:** I am committed to pursuing a career in Minnesota law enforcement and wish to serve my community. This barrier denies me that opportunity based not on merit, but on a technical distinction.

(b) Public Interest:

Granting this variance aligns with the public interest by allowing qualified, educated individuals like myself to contribute to Minnesota's public safety workforce. In a time of recruitment challenges, unnecessarily limiting access based on accreditation type—when the education meets national standards—is not aligned with the evolving needs of the profession.

(c) No Prejudice:

This variance would not prejudice any legal or economic rights of others. My request does not lower educational standards or compromise public safety; it simply broadens access for candidates who obtained equivalent education through nationally accredited institutions. It ensures fair consideration without impacting others' eligibility or rights.

3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.

To my knowledge, this request pertains only to **Minnesota Rule 6700.0100, Subpart 20** and does not involve any additional Minnesota administrative rules.

4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.

No, the POST Board has not taken any previous action regarding my situation. This is my first and only request for a variance regarding recognition of my educational credentials.

5. Has the Board, to your knowledge, taken any action on a similar variance request?

To my knowledge, the Board has considered similar variance requests in the past involving degrees from nationally accredited institutions. However, I do not have access to specific outcomes or precedents. I respectfully ask the Board to evaluate my request based on its individual merits and its alignment with the Board's mission of fairness and public service excellence.

6. 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, I am not aware of any person or entity that would be adversely affected by the granting of this variance request. This request seeks only to have my specific educational background recognized as meeting the intent of the rule. It does not change or lower licensure standards, nor does it impact the rights, qualifications, or opportunities of any other applicant, agency, or institution. Granting the variance would simply allow fair and individualized consideration of my credentials without disadvantaging others.

I want to personally thank you for your time and thoughtful consideration of this matter. I appreciate the Board's commitment to both maintaining high standards and ensuring fair access to qualified candidates.

Sincerely,

Alex Howard

Alex Howard
7/25/2025



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF THE UNDER SECRETARY

February 26, 2020

Re: FINAL ACCREDITATION AND STATE AUTHORIZATION REGULATIONS

Dear State Leaders:

This letter is to inform you that the U.S. Department of Education (Department) has published final regulations relating to the accreditation of institutions of higher education, as well as State authorization requirements for distance education, which may have an impact on your State.

The final regulations published this year were developed by a diverse negotiated rulemaking panel, which reached consensus in April 2019.¹ The Department published a Notice of Proposed Rule Making based on the consensus language, and received approximately 200 comments from the public regarding the proposed regulations. The Department responded to those comments, as appropriate, in the final regulation. With the exception of a few provisions relating to the recognition of accrediting agencies, which will take effect on January 1, 2021 and July 1, 2021, the accreditation and State authorization regulations will take effect on July 1, 2020.²

Below we highlight several key provisions of the final regulation that could have an impact on States. We are providing this notification to help you plan appropriately.

Regional versus National Accreditation

The Department is aware that some States have enacted laws and policies that treat institutions and the students who attend them differently based solely on whether the institution is accredited by a “national” accrediting agency or a “regional” accrediting agency. For example, some States limit opportunities to sit for occupational licensing exams to students who have completed a program at a regionally accredited institution. In other instances, transfer of credit determinations at public institutions, and other benefits provided by States, are limited to students who attended regionally accredited institutions.

Because the Department holds all accrediting agencies to the same standards, distinctions between regional and national accrediting agencies are unfounded. Moreover, we have determined that most regional accreditors operate well outside of their historic geographic borders, primarily through the accreditation of branch campuses and additional locations. As a result, our new regulations have removed geography from an accrediting agency’s scope.³ Instead of distinguishing between regional and national accrediting agencies, the Department will distinguish only between institutional and programmatic accrediting agencies. The Department will no longer use the terms “regional” or “national” to refer to an accrediting agency.

¹ 84 FR 58834

² The new regulations delay implementation of changes to the Department staff’s review of accrediting agency applications for initial or renewal of recognition under 34 C.F.R. § 602.32(d) until January 1, 2021. See 84 FR 58927. The new regulations also delay implementation of changes to the Department staff’s process for responding to accrediting agency applications and allowing agency responses within 180 days under 34 C.F.R. § 602.32(h) until July 1, 2021. See 84 FR 58928.

³ See 84 FR 58917-58918 (amending 34 C.F.R. §§ 602.3, 602.11).

Because the Department will no longer distinguish between “regional” and “national” accrediting agencies, we wanted to provide States with advanced notice of this change so that State leaders will have sufficient opportunity to adjust State laws, regulations, or policies accordingly.

State Authorization

The Department’s revised Accreditation and State Authorization regulations also make changes to State authorization requirements.⁴ For example, in order for a distance education provider to serve students in a State other than the one in which the institution has a physical presence, either the State in which the institution is located or the State in which the student is located must have a process in place to receive and review student complaints.⁵ We encourage all States to implement the appropriate policies and processes to accept, investigate, and respond to student complaints.

In addition, because it is important for all students – and not just those who enroll in distance education – to understand whether the program in which they are enrolled will qualify them to work in certain occupations in a given State, the revised regulations require both ground-based and online programs to notify students whether the program will or will not meet licensure requirements in a particular State, or in the event that the institution has not made that determination, where a student may obtain that information.⁶

The revised regulations continue to recognize State reciprocity agreements, such that an institution participating in a State reciprocity agreement will have satisfied the Department’s State authorization requirements in any State that also participates in the reciprocity agreement.⁷ In response to public comments, the Department provided further clarity that, while States participating in a State authorization reciprocity agreement may still enforce their own general-purpose State laws and regulations outside of the State authorization of distance education, States participating in a reciprocity agreement may not impose additional distance education regulations or requirements upon institutions that participate in such agreements.⁸

The Department of Education has developed informational webinars to help States, institutions of higher education, and accreditors understand what is required of them under our new regulations. The webinars are located on the Department’s website at <https://www2.ed.gov/policy/highered/reg/hearulemaking/2018/index.html>.

Should you have any questions, please feel free to contact the Accreditation Group at the Department of Education at aslrecordsmanager@ed.gov or 202-453-7615.

Sincerely,



Diane Auer Jones
Principal Deputy Under Secretary
Delegated the Duties of Under Secretary

⁴ See generally 84 FR 58914-58915 (amending 34 C.F.R. § 600.2); 84 FR 58915-58916 (amending 34 C.F.R. § 600.9).

⁵ See 84 FR 58915 (amending 34 C.F.R. § 600.9(c)). See 84 FR 58845-58846 (comments and discussion).

⁶ See 84 FR 58932 (amending 34 C.F.R. § 668.43(a)(5)).

⁷ See 34 C.F.R. § 600.9(c)(1)(ii).

⁸ See 84 FR 58841-58842, 58914-58915 (amending 34 C.F.R. § 600.2).

List of Agencies

Current Agencies †	Agency Type ‡
Academy of Nutrition and Dietetics, Accreditation Council for Education in Nutrition and Dietetics*	Programmatic Accreditor
Accreditation Commission for Acupuncture and Herbal Medicine*	Programmatic Accreditor
Accreditation Commission for Education in Nursing, Inc. – May 6, 2013 Formerly: National League for Nursing Accrediting Commission*	Programmatic Accreditor
Accreditation Commission for Midwifery Education*	Programmatic Accreditor
Accreditation Council for Pharmacy Education	Programmatic Accreditor
Accrediting Bureau of Health Education Schools*	Programmatic Accreditor
Accrediting Commission for Community and Junior Colleges	Institutional Accreditor
Accrediting Commission of Career Schools and Colleges	Institutional Accreditor
Accrediting Council for Continuing Education and Training	Institutional Accreditor
American Bar Association, Council of the Section of Legal Education and Admissions to the Bar*	Programmatic Accreditor
American Board of Funeral Service Education, Committee on Accreditation*	Programmatic Accreditor
American Dental Association, Commission on Dental Accreditation	Programmatic Accreditor
American Occupational Therapy Association, Accreditation Council for Occupational Therapy Education	Programmatic Accreditor
American Optometric Association, Accreditation Council on Optometric Education	Programmatic Accreditor
American Osteopathic Association, Commission on Osteopathic College Accreditation*	Programmatic Accreditor
American Physical Therapy Association, Commission on Accreditation in Physical Therapy Education	Programmatic Accreditor
American Podiatric Medical Association, Council on Podiatric Medical Education*	Programmatic Accreditor
American Psychological Association, Commission on Accreditation	Programmatic Accreditor
American Speech-Language-Hearing Association, Council on Academic Accreditation in Audiology and Speech-Language Pathology	Programmatic Accreditor
American Veterinary Medical Association, Council on Education	Programmatic Accreditor
Association for Biblical Higher Education, Commission on Accreditation	Institutional Accreditor
Association of Advanced Rabbinical and Talmudic Schools, Accreditation Commission	Institutional Accreditor

Association of Institutions of Jewish Studies	Institutional Accreditor
Commission on Accrediting of the Association of Theological Schools*	Programmatic Accreditor
Commission on Collegiate Nursing Education	Programmatic Accreditor
Commission on English Language Program Accreditation*	Programmatic Accreditor
Commission on Massage Therapy Accreditation*	Programmatic Accreditor
Council on Accreditation of Nurse Anesthesia Educational Programs*	Programmatic Accreditor
Council on Chiropractic Education, Commission on Accreditation*	Programmatic Accreditor
Council on Education for Public Health	Programmatic Accreditor
Council on Naturopathic Medical Education	Programmatic Accreditor
Council on Occupational Education	Institutional Accreditor
Distance Education Accrediting Commission	Institutional Accreditor
Higher Learning Commission	Institutional Accreditor
Joint Review Committee on Education in Radiologic Technology*	Programmatic Accreditor
Kansas State Board of Nursing	Programmatic Accreditor
Liaison Committee on Medical Education	Programmatic Accreditor
Maryland Board of Nursing	Programmatic Accreditor
Middle States Commission on Higher Education	Institutional Accreditor
Middle States Commission on Secondary Schools	Institutional Accreditor
Midwifery Education Accreditation Council*	Programmatic Accreditor
Missouri State Board of Nursing	Programmatic Accreditor
Montessori Accreditation Council for Teacher Education*	Programmatic Accreditor
National Accrediting Commission of Career Arts and Sciences, Inc.*	Programmatic Accreditor
National Association of Schools of Art and Design, Commission on Accreditation	Institutional Accreditor
National Association of Schools of Dance, Commission on Accreditation	Institutional Accreditor
National Association of Schools of Music, Commission on Accreditation	Institutional Accreditor
National Association of Schools of Theatre, Commission on Accreditation	Institutional Accreditor
National League for Nursing, Commission for Nurse Education Accreditation	Programmatic Accreditor
National Nurse Practitioner Residency and Fellowship Training Consortium	Programmatic Accreditor
New England Commission of Higher Education	Institutional Accreditor
New York State Board of Regents, State Education Department, Office of the Professions (Nursing Education)	Programmatic Accreditor

New York State Board of Regents, State Education Department, Office of the Professions (Public Postsecondary Vocational Education, Practical Nursing)	Institutional Accreditor
North Dakota Board of Nursing	Programmatic Accreditor
Northwest Commission on Colleges and Universities	Institutional Accreditor
Oklahoma Board of Career and Technology Education	Institutional Accreditor
Pennsylvania State Board of Career and Technical Education, Bureau of Career and Technical Education	Institutional Accreditor
Puerto Rico State Agency for the Approval of Public Postsecondary Vocational, Technical Institutions and Programs	Institutional Accreditor
Southern Association of Colleges and Schools, Commission on Colleges	Institutional Accreditor
Transnational Association of Christian Colleges and Schools, Accreditation Commission	Institutional Accreditor
WASC Senior College and University Commission	Institutional Accreditor

Le Cordon Bleu

College of Culinary Arts

Minneapolis / St. Paul

~ Associate in Applied Science ~

This diploma makes known that school officials of Le Cordon Bleu College of Culinary Arts
Minneapolis/St. Paul upon recommendation of the faculty and by the authority of the
State of Minnesota hereto confer the degree

upon

Alex Howard

in

Le Cordon Bleu Culinary Arts Program

Who is entitled to enjoy all the rights, honors, and privileges
pertaining to that degree. In testimony where we have here unto subscribe our names on this
twenty-fifth day of March, Two Thousand and Eleven.



Kevin L. Sanderson
President



Steven D. Shapley
Director of Education

Le Cordon Bleu College of Culinary Arts

Mendota Heights, Minnesota

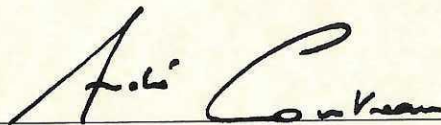
*In accordance with the requirements of
La Fondation Le Cordon Bleu*

Alex Howard

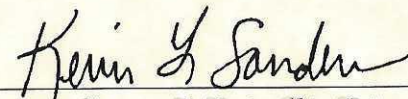
*Has completed the requirements for the
Diplôme in Le Cordon Bleu Culinary Arts,
together with all rights, privileges, and honors thereto appertaining,
in recognition of the fulfillment of the requirements for this program.*

Given in Mendota Heights, Minnesota,

March 25, 2011



André J. Coïntreau, President and CEO Le Cordon Bleu International



Kevin L. Sanderson, President Le Cordon Bleu College of Culinary Arts



*Le Cordon Bleu Schools
North America
Diplôme D'Art Culinaire*



*Parchment No.
1471*

Unofficial Transcript

1315 Mendota Heights Road
Mendota Heights, MN 55120
<http://my.msp.chefs.edu>

Student: Alex Howard

Student ID: [REDACTED]

DOB: 25/Jan

LDA: [REDACTED]

Address: [REDACTED]

HS:

Grade History

Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points
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Program: Le Cordon Bleu Culinary Arts

Award: Associate in Applied Science

Enrollment #: HO09117917

Enroll Status: Graduate

Start Date: 01/04/2010

Grad Date: 03/25/2011

Term: 1001 Winter Term A 2010 01/04/2010 03/25/2010

GE140	Speech	5.00	5.00	A	20.00
LCBC100	College Success and Career Portfolio	1.00	1.00	A	4.00
LCBC105	Food Safety and Sanitation	3.00	3.00	A	12.00
LCBC110	Culinary Foundations I	4.00	4.00	B	12.00
GE100	English I	5.00	5.00	B	15.00
LCBC120	Culinary Foundations II	6.00	6.00	B	18.00

Term GPA: 3.38

Cum GPA: 3.38

Term: 1004 Spring Term A 2010 04/05/2010 06/25/2010

LCBC125	Cost Control and Purchasing	3.00	3.00	B	9.00
LCBC130	Culinary Foundations III	6.00	6.00	C	12.00
LCBC135	Nutrition	3.00	3.00	A	12.00
GE280	Environmental Science	5.00	5.00	A	20.00
LCBC150	Baking and Pastry	6.00	6.00	B	18.00

Term GPA: 3.09

Cum GPA: 3.23

Term: 1007 Summer Term A 2010 07/06/2010 09/25/2010

GE150	Psychology	5.00	5.00	A	20.00
LCBC160	Catering and Buffets	6.00	6.00	B	18.00
GE193	Economics	5.00	5.00	B	15.00
LCBC215	Hospitality Supervision and Entrepreneurship	5.00	5.00	B	15.00
LCBC231	Contemporary Cuisine	2.00	2.00	D	2.00

Term GPA: 3.04

Cum GPA: 3.17

Term: 1009 Fall Term A 2010 09/27/2010 12/17/2010

GE225	20Th Century Literature	5.00	5.00	B	15.00
LCBC210	Cuisine Across Cultures	6.00	6.00	C	12.00
LCBC242	Restaurant Rotation	8.00	8.00	A	32.00

Term GPA: 3.11

Cum GPA: 3.16

Term GPA: 19.00

59.00

Le Cordon Bleu College of Culinary Arts - MSP

Unofficial Transcript

1315 Mendota Heights Road
Mendota Heights, MN 55120
http://my.msp.chefs.edu

Student: Alex Howard
Address: [REDACTED]

Student ID: [REDACTED]

LDA: [REDACTED]

DOB: 25/Jan

HS:

Grade History

Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points	Course Code	Course Description	Credits Attempted	Credits Earned	Grade	Quality Points
Term: 1101 Winter Term A 2011 01/03/2011 03/25/2011											
LCBC250	Externship I	6.00	6.00	A	24.00						
LCBC255	Externship II	6.00	6.00	A	24.00						
Term GPA: 4.00		Cum GPA: 3.26		12.00	12.00	48.00					
Le Cordon Bleu Culinary Arts GPA: 3.26 101.00 101.00											
Degrees awarded for Le Cordon Bleu Culinary Arts enrollment											
Degree		Date Awarded		Date Cleared							
Associate in Applied Science		04/15/2011									

*** End of Transcript ***



Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200, Saint Paul, MN 55104

(651) 643-3060 | www.mn.gov/post

Variance Petition Summary

Date of Board Meeting: August 28, 2025

Petitioner: Zane Razeqi

Basis for Variance Request: Mr. Razeqi has an Associate of Applied Science degree in Graphic Design from the Minneapolis Business College located in Roseville, MN. Minneapolis Business College is nationally accredited, therefore, per rule, it does not meet the definition of a "school."

Rule Citation:

6700.0100, subdivision 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*): Mr. Razeqi has received a conditional job offer with the St. Anthony Police department for the position of Police Cadet. As a cadet, Mr. Razeqi will be required to attend the ICPOET program at HTC. Mr. Razeqi does not qualify to enroll in the ICPOET program as his degree is from a nationally accredited university- the rule requires that colleges be regionally accredited to be considered a "school." Mr. Razeqi is petitioning the board for a variance to recognize the Minneapolis Business College as a school, making his degree valid for enrollment in the ICPOET program.

Previous Board Action on Similar Requests:

- 2024 – The Board denied two variance requests in which the petitioner asked to have their nationally accredited college recognized as a "school" under 6700.0100, subpart 20.

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- The Board may ask questions or request additional information from the petitioner.
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1. Would 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 bullet number 2 below.
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- a. the application of the rule to the petitioner would result in hardship or injustice;
- b. a variance from the rule would be consistent with public interest; and
- c. a variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.

Sample motion to GRANT a discretionary variance: *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700.____ be granted until ____ with the following conditions*

Sample motion to DENY a discretionary variance: *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700.____ because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*

- a. the application of the rule to the petitioner would not result in hardship or injustice;
- b. a variance from the rule would not be consistent with public interest; and/or
- c. a variance from the rule would prejudice the legal or economic rights of a person.



MINNESOTA BOARD OF
PEACE OFFICER STANDARDS AND TRAINING (POST Board)
1600 UNIVERSITY AVENUE, SUITE 200
SAINT PAUL, MINNESOTA 55104-3825

(651) 643-3060
FAX: (651) 643-3072
www.post.state.mn.us

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): Zane Razeqi

Petitioner Contact Name: Zane Razeqi

Street Address: _____

Email address: _____

City, State, Zip Code: _____

Phone: _____

Variance Request

1. Cite the Minn. Rule that is the subject of the request: MN Rule 6700.0100 subpart 20-
2. Briefly describe /summarize the specific variance from Rule being requested.
Variance to consider my Degree, credentials and experience to be able to addend and be a part of the Cadet Program.
3. State the period of time for which the variance is requested: Until licensed

Details - Please submit your answers to the following questions **on a separate sheet**. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

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.

Zane Razeqi

7/11/2025

Zane Razeqi

Signature

Date

Printed Name/title

Tennessen 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.

Zane Razeqi



July 8, 2025

Minnesota POST Board
1600 University Avenue West, Suite 200
Saint Paul, MN 55104

Request for Educational Requirement Variance – Zane Razeqi

Dear Members of the Peace Officer Standards and Training Board of Minnesota,

First and foremost, I would like to express my sincere gratitude for your time and consideration in reviewing my application and request for variance.

My name is Zane Razeqi, and I am writing to formally request a variance regarding the educational requirement for the cadet position with the Saint Anthony Police Department. I hold an Associate of Applied Science from the Minneapolis Business College in Roseville, MN. I was recently informed that my degree, though nationally accredited, is not regionally accredited, and therefore does not meet the POST's current education standard. Despite this limitation, I respectfully ask the Board to consider my qualifications, work history, and dedication to law enforcement as justification for granting a variance.

I have several years of experience serving the Minneapolis community as a Security Supervisor, followed by four years as a Correctional Officer at the Oak Park Heights Maximum Security Prison, where I've continued to develop and hone the skills and judgment that are demanded in the field of law enforcement.

Upon receiving the exciting news that I had progressed in the hiring process with the Saint Anthony Police Department, I was later disappointed to learn of the degree-related barrier. I hope you will find that my request merits consideration under the variance provisions.

Below, I address the required elements of the petition.

1. Applying the regional accreditation requirement in my case would result in significant hardship. Earning a second degree from a regionally accredited institution would impose both financial and personal strain, not only on me, but also on my family. I would be unable to support my family in the same manner if I were to return to school to obtain a second degree. I've already met rigorous academic standards through my nationally accredited degree program, and duplicating that effort would delay or prevent my entry into law enforcement, despite my standing qualifications and commitment to fulfilling all other POST requirements.
2.
 - a. Granting this variance would support public interest by allowing qualified, educated, and experienced individuals to enter the profession of law enforcement, helping agencies address and solve ongoing staffing shortages. I am dedicated to upholding the values and responsibilities associated with peace officer service. And I am confident that my education, along with my experience in law enforcement, has thoroughly equipped me for the necessary duties.
 - b. This variance will not adversely affect the legal or economic rights of any individual or organization. It applies only to my situation and does not change or diminish the standards for others. It maintains the integrity of the licensing process and allows the POST Board flexibility to evaluate equivalent credentials on a case-by-case basis.
3. At this time, I am not aware of any other Minnesota Rules directly affected by this variance request.
4. To date, the POST Board has not taken any formal action regarding my situation or this specific request. This petition represents my first formal request for consideration of my nationally accredited degree as meeting the educational requirement.
5. I understand that the Minnesota POST Board has previously granted exceptions under the reciprocity pathway. For example, those with basic training and law enforcement experience in another state are eligible for the Minnesota Reciprocity Licensing Examination without further education if they meet specific experience requirements, such as a post-secondary degree with three years of experience or five years of experience without a degree. And individuals with military law enforcement experience can qualify with four years of cumulative experience, or with a post-secondary degree and at least two years of cumulative experience. While I do not know the outcomes of specific cases, I respectfully ask the Board to apply a similar standard of fairness and discretion

in evaluating my degree and professional record.

6. I am not aware of any person or entity that would be negatively affected by granting this variance. This request pertains solely to my individual eligibility and does not alter the standards or rights of other applicants. It does not create an unfair advantage or set a mandatory precedent; it simply allows the Board to consider my nationally accredited degree on its own merits.

In conclusion, I respectfully ask the Board to consider the totality of my education, experience, and sincere commitment to public safety. I remain eager to serve the Saint Anthony community with integrity, dedication, and professionalism. Granting this variance would not only allow me to continue my career in law enforcement but would also reflect the Board's thoughtful and inclusive approach to evaluating educational backgrounds and pathways that meet equivalent standards.

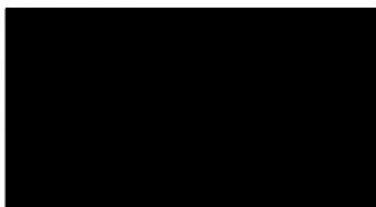
Thank you again for your time, consideration, and service. I appreciate the opportunity to present my request, and I remain hopeful for a favorable outcome.

Sincerely,

Zane Razeqi

ZANE RAZEQI

CONTACT



EDUCATION

Minneapolis Business College
2018
Associates of Applied Science

AWARDS & CERTIFICATIONS

- Firearm Safety
- First Aid/ CPR
- FEMA EMERGENCY MANAGEMENT
- Criminal Justice Privacy and Security.

SKILLS

- Incident prevention
- De-escalation techniques
- Crisis management
- Weapons training
- Observation
- First aid training
- Emergency management
- Self-defense techniques
- Physical fitness
- CCTV monitoring
- Stress tolerance

LANGUAGES

- Arabic - Fluent
- English - Fluent

WORK EXPERIENCE

CORRECTIONAL OFFICER II

Minnesota Department of Corrections, Oak Park, MN
October 2022 - Present

- Escorted inmates to and from cells, court, hospitals, and medical appointments.
- Searched cells of inmates to identify and confiscate contraband and other prohibited items.
- Built solid relationships with staff and residents to keep institution safe and secure.
- Prepared reports to document incidents and violations.
- Enforced rules and regulations to maintain order among inmates.

CUSTOMER SERVICE

Circle K, St. Paul, MN

November - 2024 - JULY 2025

- Maintained productive, efficient approach to all tasks.
- Operated register to process payments and collect cash payment for order totals.
- Resolved issues quickly to maintain productivity goals.
- Assisted customers in selecting merchandise best suited to needs.

SECURITY SUPERVISOR

Securitas Security , Minneapolis, MN

June - 2020 - September 2022

- Oversaw team of security officers and managed scheduling and performance evaluations.
- Recorded incident reports with detailed accounts of occurrences.
- Responded swiftly to security incidents and effectively resolved security issues.

State of
Minnesota

PERFORMANCE REVIEW

In compliance with Minnesota Statutes, Chapter 13.04, Subd. 2, we are informing you that the information collected through the use of this form will be used to document your performance on an annual basis. The information may be used in decisions concerning advancement, reassignment, future training needs, performance related salary adjustments, and as evidence in contested disciplinary actions. It is legally required. Without it, there is no objective data on which to evaluate performance; therefore, no performance-based salary increases will be granted. This information is available to you, your supervisor, human resources director, and other employees in your agency whose job assignment requires access.

EMPLOYEE'S NAME: Zane Razeqi	EMPLOYEE ID #: [REDACTED]	FACILITY / LOCATION: [REDACTED]
CLASSIFICATION TITLE: [REDACTED]	WORKING TITLE (if different):	POSITION CONTROL NUMBER: [REDACTED]
APPRAISAL PERIOD: 5/22/24 - 5/22/25 MMDDYY MMDDYY	DATE PERFORMANCE INDICATORS ESTABLISHED: 5/22/25	DATE REVIEWED WITH EMPLOYEE: 6/13/25

A. EVALUATION OF RESPONSIBILITIES identified in the employee's position description. Rate each principal responsibility using the appropriate evaluation factors of quantity, quality and time. If a factor is not included in the employee's performance indicators or is inappropriate for measuring the employee's performance of a given responsibility, cross out that factor. Use the COMMENTS section to support and/or qualify your evaluation. Comment (justification) must be given when either "Below Standards" or "Greatly Exceeds Standards" is used.

RESP. or OBJ. NO.	PRIORITY	% OF TIME	EVALUATION FACTORS (Use only those that are appropriate)	LEVELS OF PERFORMANCE					Comments
				Below Standards	Minimally Meets Standards	Fully Meets Standards	Exceeds Standards	Greatly Exceeds Standards	
1	A	35	Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Officer Razeqi conducts proper security rounds. Officer Razeqi maintains accountability for his personal equipment.
2	A	20	Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Officer Razeqi is aware of offender's concerns and handles them appropriately. Officer Razeqi maintains his composure during stressful events.
3	A	20	Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Officer Razeqi documents information in the correct logs and reports. Officer Razeqi relays pertinent information to staff and his supervisor.
4	A	10	Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Officer Razeqi is comfortable and efficient with restraints and devices. Officer Razeqi uses the communication devices for their intended purposes.
5	A	15	Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Officer Razeqi understands the functions during an ICS. Officer Razeqi responds appropriately to unusual activities.
6	A	100	Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	Officer Razeqi supports the mission and goals of the DOC.
7			Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
8			Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
9			Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
10			Quantity Quality Time	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	

B. ADDITIONAL COMMENTS AND CONCERNS to be considered in the performance review. Add anything that is relevant to the employee's performance not included in Section A.

Officer Razeqi works 2nd watch in ACU. This is Officer Razeqi's yearly review. Officer Razeqi has a good work ethic and is willing to help without being asked to. Officer Razeqi continues to work extra shifts and makes himself available for the needs of the institution. Officer Razeqi is firm, fair, and consistent with all the offenders. During this time period, Officer Razeqi did his 3-month rotation out of ACU and was assigned to a utility position. Officer Razeqi is a respected officer here at MCF-OPH and is a pleasure to supervise.

C. OVERALL PERFORMANCE LEVEL OF EMPLOYEE. Check appropriate statement below. Consider all data in Sections A and B.

<input type="checkbox"/>	Performance is outstanding. The employee's achievements and contributions consistently exceed expectations and requirements.
<input type="checkbox"/>	Performance is above expectations. The employee typically performs at a higher level than the job requires.
<input checked="" type="checkbox"/>	Performance is satisfactory. The employee meets job requirements and expectations
<input type="checkbox"/>	Performance is marginal. The employee meets some, but not all job requirements and expectations. Improvement is necessary
<input type="checkbox"/>	Performance is unsatisfactory. The employee does not meet job requirements and expectations. Substantial improvement is needed to justify retention in the position.

D. POSITION DESCRIPTION REVIEW is to be completed each year. Description should be revised if the position changes (need not be rewritten each year). The position description must be entirely rewritten every three years. A copy of the employee's revised or rewritten position description should be submitted to the agency's personnel office with a copy of the review form.

The current position description is:

- ☒ an accurate reflection of the current responsibilities and performance standards
- ☐ revised to reflect changes in the position.
- ☐ rewritten because it is three years old.

E. EMPLOYEE COMMENTS AND CONCERNS (Employee is encouraged but not required to comment on appraisal and performance).

SIGNATURE OF EMPLOYEE (I have read the above evaluation)	Date MMDDYY 6/13/25
SIGNATURE OF RATER (I have completed the above evaluation)	Date MMDDYY 6/13/25
SIGNATURE OF RATER'S SUPERVISOR (I have reviewed & concur with the above evaluation)	Date MMDDYY 6/11/2025

MINNEAPOLIS BUSINESS COLLEGE

Roseville, Minnesota

Upon recommendation of the Faculty and Staff
Minneapolis Business College does hereby confer upon

Zane Razeqi

an Associate in Applied Science Degree in the program of

GRAPHIC DESIGN

which recognizes fulfillment of the requirements for this curriculum.
In witness thereof our signatures are affixed.

DECEMBER 21, 2018


President




Director of Education

State of Minnesota Department of Corrections

The Minnesota Correctional Facility – Oak Park Heights certifies that

ZANE RAZEQI
CORRECTIONS OFFICER

has satisfactorily completed the requirements of the DOC Academy
and New Employee Training Program.

In testimony thereof, this signature is affixed on the 22nd of November 2022.




William Bolin, Warden



Criminal Justice Information Services Security and Privacy Training



This is to certify that

ZANE RAZEQI

has successfully completed the

Security and Privacy: General Role

10/09/2024

Certification Date



10/09/2025

Expiration Date

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

ZANE RAZEQL, SR.

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

IS-100.C:

INTRODUCTION TO INCIDENT COMMAND SYSTEM, ICS-100

Issued this 25th Day of October, 2022

Jeffrey D. Stern, Ph.D.
Superintendent
Emergency Management Institute
Federal Emergency Management Agency



0.20 IACET CEU

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that

ZANE RAZEQL, SR.

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

IS-200.C:

BASIC INCIDENT COMMAND SYSTEM FOR INITIAL RESPONSE ICS-

200

Issued this 25th Day of October, 2022



0.40 IACET CEU

Jeffrey D. Stern, Ph.D.
Superintendent
Emergency Management Institute
Federal Emergency Management Agency

Emergency Management Institute



FEMA

This Certificate of Achievement is to acknowledge that


ZANE RAZEQI, SR.

has reaffirmed a dedication to serve in times of crisis through continued professional development and completion of the Independent Study course:

**IS-700.B:
AN INTRODUCTION TO THE NATIONAL INCIDENT MANAGEMENT
SYSTEM**

Issued this 25th Day of October, 2022




Jeffrey D. Stern, Ph.D.
Superintendent
Emergency Management Institute
Federal Emergency Management Agency

0.40 IACET CEU



Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200, Saint Paul, MN 55104

(651) 643-3060 | www.mn.gov/post

Variance Petition Summary

Date of Board Meeting: August 28, 2025

Petitioner: Michael Dockery

Basis for Variance Request: Mr. Dockery is 5 months short of the 5 years of experience (no degree) requirement for reciprocity.

Rule Citation:

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 (*also see actual request attached*): Mr. Dockery is 5 months short of the 5 years of experience (no degree) requirement for reciprocity. Mr. Dockery has a 2-year degree, but the university he attended has a national as opposed to regional accreditation. If the university Mr. Dockery attended had been regionally accredited, he would meet the 3 years of experience with a degree reciprocity requirement. Mr. Dockery is asking for a variance to take the reciprocity exam.

Previous Board Action on Similar Requests:

- 2025 – The Board denied a variance request to waive approximately 12 months of the 5 years of experience requirement.
- 2024 – The Board denied a variance request to waive approximately 12 months of the 5 years of experience requirement.
- 2023 – The Board denied a variance request to waive approximately 3 months of the 5 years of experience requirement.
- 2023 - The Board granted a variance request to waive approximately 45 days of the 5 years of experience requirement.
- 2023 - The Board granted a variance request to waive approximately 5 months of the 5 years of experience requirement.

Board Review of Variance Request:

- The Board may ask questions or request additional information from the petitioner.
- The Board cannot waive statutory requirements.

- The Board may attach any conditions to the granting of a variance needed to protect public health and safety.

1. Would 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 bullet number 2 below.
- If no, this is a **mandatory** variance and must be granted. To grant the variance:
 - a. identify any conditions to the granting of the variance needed to ensure the variance protects the public health and safety;
 - b. determine how long should the variance be in effect; and
 - c. make a motion.

Sample motion to GRANT a mandatory variance: *I make a motion for the Board to approve the petitioner's request for a variance because application of the Minnesota Rule 6700.____, as applied to the circumstances of the petitioner, would not serve any purpose of the rule. I move that the variance be granted until ____ with the following conditions*

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

- a. the application of the rule to the petitioner would result in hardship or injustice;
- b. a variance from the rule would be consistent with public interest; and
- c. a variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.

Sample motion to GRANT a discretionary variance: *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700.____ be granted until ____ with the following conditions*

Sample motion to DENY a discretionary variance: *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700.____ because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*

- a. the application of the rule to the petitioner would not result in hardship or injustice;
- b. a variance from the rule would not be consistent with public interest; and/or
- c. a variance from the rule would prejudice the legal or economic rights of a person.

Received 8/6/2025



MINNESOTA BOARD OF
PEACE OFFICER STANDARDS AND TRAINING (POST Board)
1600 UNIVERSITY AVENUE, SUITE 200
SAINT PAUL, MINNESOTA 55104-3825

(651) 643-3060
FAX: (651) 643-3072
www.post.state.mn.us

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): Michael Eric Dockery

Petitioner Contact Name: _____

Street Address: _____

Email address: _____

City, State, Zip Code: _____

Phone: _____

Variance Request

1. Cite the Minn. Rule that is the subject of the request: 6700.0501 subpart 7
2. Briefly describe /summarize the specific variance from Rule being requested.
A person who has 5 years of employment as a law enforcement officer after completing basic police education.
3. State the period of time for which the variance is requested:
Until Licensed

Details - Please submit your answers to the following questions on a separate sheet. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

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.

Michael E. Dockery

08/06/2025

Michael E. Dockery

Signature

Date

Printed Name/title

Tennessen 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.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.

I was hired by the Evansville Police Department (Evansville, IN) on July 8, 2019 as a law enforcement officer under the provision of passing the SWILEA (Southwest Indiana Law Enforcement Academy). Upon passing basic police training on November 9, 2019, I began my career with the Evansville Police Department.

In June of 2024, a new chief was appointed and, due to previous disagreements with the new chief, I decided it was best for me to voluntarily resign from the department. This made my total time in the department from November 9, 2019 - June 11, 2024 (4 years, 7 months, 1 day). Since my departure from Evansville Police Department, I have applied and performed physicals for local departments to try and get the required 5 years but have not been offered a job at this time with a local department.

2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.

I believe the application of this rule would be unjust for me because while I do have an associate's degree it is not from a regionally accredited school but from a nationally accredited school. Due to this I cannot take the reciprocity exam, and I do not meet the time requirement of 6700.0501 subpart seven.

I believe that as a law enforcement officer, I have a lot to offer the communities of the Minneapolis area. Thirty-eight years of life experience have helped me develop an outlook and calmness that would be beneficial in dealing with fellow officers as well as the public.

A variance in this rule would allow me to utilize my skills as a Breath Test Operator that I could use to assist in helping to keep intoxicated drivers off the road. Application of the variance would also allow me to apply my training as an Accident Reconstructionist. I also have education as a Crisis Intervention Officer which I have used in the past to assist persons dealing with mental health crises.

It is my belief that an application of the variance would, in no way, create a situation that would jeopardize any citizen or entity in the state of Minnesota.

3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.

No.

4. Has the POST Board taken action regarding you or your situation related to this variance request ? If so, explain and provide any documentation.

No.

5. Has the Board, to your knowledge, taken any action on a similar variance request?

No; not that I am aware of.

6. 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.



STATE OF INDIANA

Indiana State Department of Toxicology

Certification of Record

I, Christina Beymer, director for the Indiana State Department of Toxicology, hereby attest on 08/05/2025 that the record below is a true and accurate copy of the certification of the following breath test operator on the date(s) listed below.

Christina Beymer

Name: Michael Dockery

Last Breath Test Operator Certification Date: 05/10/2023

Agency: Evansville Police

Previous breath test operator certification date(s)*:

***Records of breath test operator certifications issued prior to the date(s) above may be available from the Indiana State Department of Toxicology.**



Institute of Police Technology and Management

UNIVERSITY OF NORTH FLORIDA

This is to certify that

Michael E. Dockery

has successfully completed the training course

Advanced Traffic Crash Investigation

conducted in Westfield, IN

May 10th – 21st, 2021


COURSE DIRECTOR




IPTM DIRECTOR

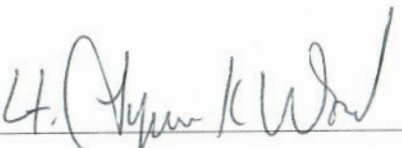
CRISIS INTERVENTION TEAM TRAINING

THIS CERTIFIES THAT

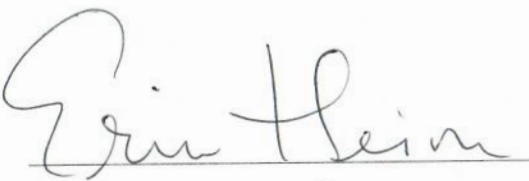
MICHAEL DOCKERY

has successfully completed the
Vanderburgh County CIT Course

FEBRUARY 13, 14, 15, 16, & 17, 2023


Training Commander




CIT Coordinator