

City of Lauderdale
1891 Walnut Street
Lauderdale, Minnesota 55113

Police Department

ANNUAL REPORT

This is a summary of the activities and development of the St. Anthony Police Department over the past year. This report includes an executive summary, patrol review, investigative review, crime prevention efforts, crime statistics, and a variety of other police department details and actions.

2018





Police Department

ANNUAL REPORT

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I. Message from the Chief

HONORABLE MAYOR, CITY COUNCIL, CITY ADMINISTRATOR AND CITIZENS OF LAUDERDALE:

Throughout 2018, our police department has remained focused on working closely with our COPS Office technical assistance partners in order to achieve our community stakeholder identified goals and objectives. The Department of Justice Collaborative Reform Initiative for Technical Assistance (DOJ CRI-TA) site team made monthly visits to our police department to provide technical assistance and connect our personnel with subject matter experts. The ultimate goal was to increase our capacity and bandwidth within our agency as we pursued the development of a department strategic plan which was unveiled to the public this past June (2018) during an open house. *This document, our supporting mission and vision, along with historical information regarding CRI-TA can be found on our website by visiting www.savmn.com.*



A clear vision creates clarity of purpose. A clear mission improves the quality of our service. Our identified goals and objectives must directly tie into our mission and vision. The police department's mission and vision must directly tie into the city mission and vision. All of our police officers must be able to plausibly articulate how any policing action they may take fits into the departments' mission and vision.

I think many would agree that the way law enforcement conducts business has never been under more scrutiny. This is despite the fact that we have become more technologically sound, are more integrated, are more educated, are more carefully trained, and are more selectively chosen than ever before. The perception that police officers are out of control is not balanced by reports of the good work that is done every day by police officers as they serve within our local communities and across the country. People who have never seen a police officer's everyday reality up close can easily overlook just how difficult it can be to face the everyday challenges associated with policing. We, as police officers, must adhere to the Pillars of Procedural Justice and Fair and Impartial Policing. In the policing profession, perception is reality and the most effective tool(s) we have are housed within the framework of these two tenets.

Adherence to the concepts and applications of community oriented policing is still a powerful tool that will hopefully reinforce to our community that the St. Anthony Police Department does not want to be a part of a negative national narrative surrounding Law Enforcement. I will reinforce our commitment to the community that we can always aim to do better. It has never been more important for police officers to invest time in our community to build working, trusting relationships. It is through these relationships that we will combat this national narrative and continue to strengthen our community. We want to know our community and we want the community to know us. I am proud of this agency and the progress it has made. I am proud of the relationships we have built, and I am grateful that we continue to have the support and respect of the people we serve.

The St. Anthony Police Department will remain committed to the goals and objectives outlined in our police department strategic plan. This document is not seen as a static document. It was established to be a road map for our future. It will aid in focusing our resources, making data driven decisions and evaluating how we take inputs from community stakeholders and apply them in ways that will improve the overall quality of life by preserving the peace and safety of our community.

There is no question in my mind that our police department is staffed by professional, well qualified, eager and dedicated professionals that care about the communities they serve. It is with great honor that I present the 2018 annual report.

Sincerely,

Jon Mangseth

Chief of Police

II. Department Summary

The following pages consist of annual statistics, activities, crime reports, investigations, use of resources, and other initiatives during the year starting January 1, 2018 and ending December 31, 2018.

DEPARTMENT AUTHORIZED STRENGTH

Twenty full time police officers. Four of these officers are employed due to revenues received from our contract with the city of Lauderdale.

- 14 volunteer reserve officers
- 1 full time community service officer
- 2 full time civilian support staff

On June 1st, Karen Burke, resigned her position as Police Office Support Specialist. Beth Denzer was hired as her replacement and started on May 21st. On June 8th Is'mail Toure' resigned his position as Community Service Officer to pursue another career opportunity. On July 10th, Officer Andrew Kukowski resigned his position as a police officer with our department to pursue employment opportunities in another city. In August, Mike Milbrandt filled the position of Community Service Officer. On October 8th, James Gerbino filled the open police officer position left by Officer Kukowski.

ST. ANTHONY POLICE DEPARTMENT BUDGET

Total budget for the year 2018, including revenues from our contract city was, \$3,144,401.

ST. ANTHONY POLICE FLEET

- 6 – Marked Squads
- 1 – Marked Reserve Unit
- 1 – Marked CSO Unit
- 5 – Unmarked Units

- Total 14 Units

III. Crime Statistics

LAUDERDALE - PART I AND PART II CRIMES

PART 1	Murder	Rape	Robbery	Agg Assault	Burglary	Theft	MV Theft	Arson
2018	0	2	0	3	6	49	11	0
2017	0	1	0	2	5	17	4	0
+/-	0	+1	0	+1	+1	+32	+7	0

PART II	Misd. Assaults	Property Damage	Forgery	DOC	Liquor	Weapons	Drugs
2018	4	15	0	9	2	1	11
2017	5	9	1	21	2	1	19
+/-	-1	+6	-1	-12	0	0	-8

*Not inclusive of all Part II Crimes

PART I AND II CRIMES OVER THE PAST FIVE YEARS

2014	Part I	51	Total 108	Overall Clearances	55%
	Part II	57			
2015	Part I	77	Total 184	Overall Clearances	59%
	Part II	107			
2016	Part I	37	Total 94	Overall Clearances	59%
	Part II	57			
2017	Part I	29	Total 103	Overall Clearances	68%
	Part II	74			
2018	Part I	71	Total 158	Overall Clearances	46%
	Part II	87			

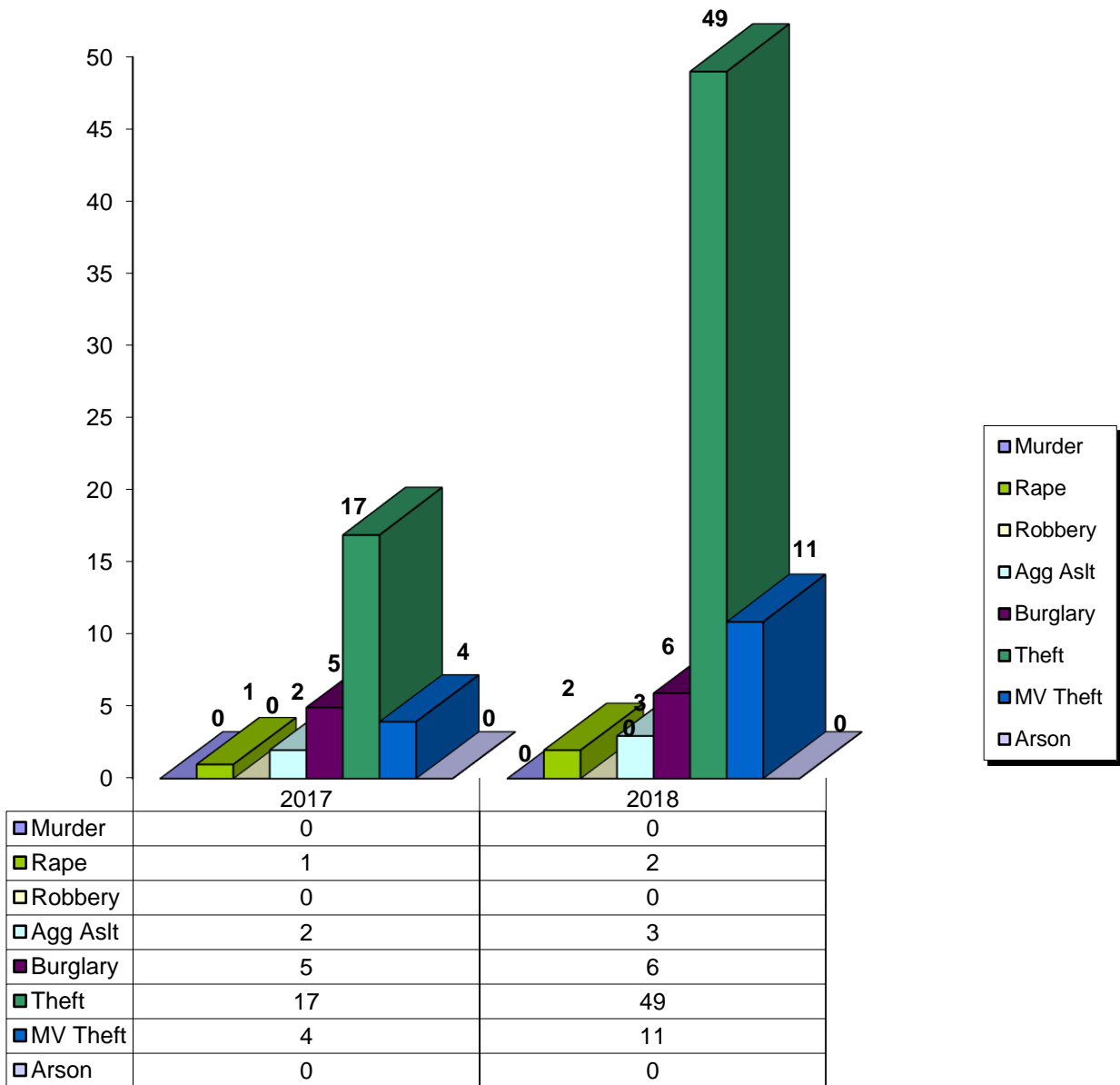
Average Part I and Part II clearance rates for Hennepin County in 2014 was 37%

Average Part I and Part II clearance rates for Ramsey County in 2014 was 34%

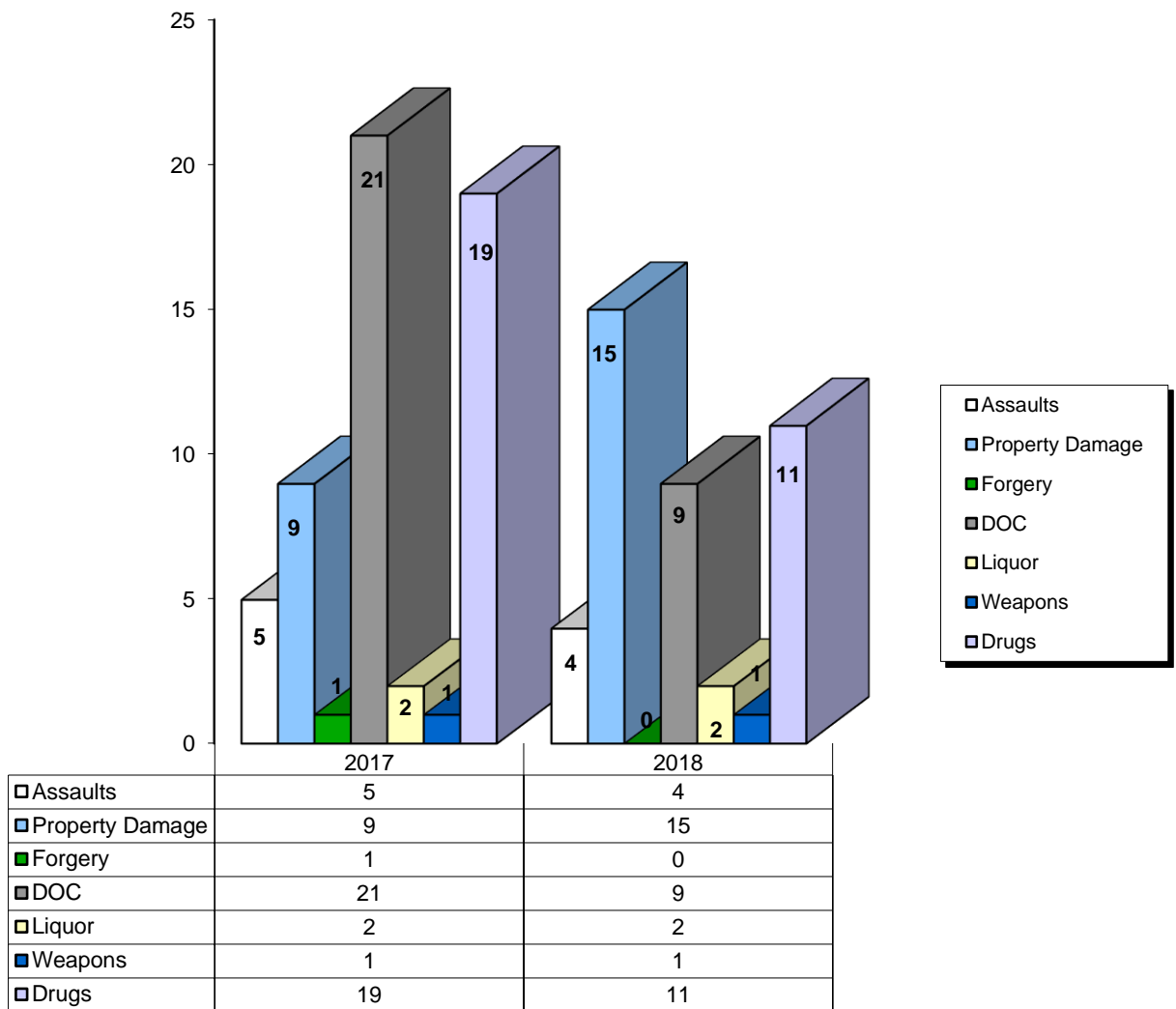
Part I Crimes increased by 42 in 2018

Part II Crimes increased by 13 in 2018

LAUDERALE PART I CRIMES

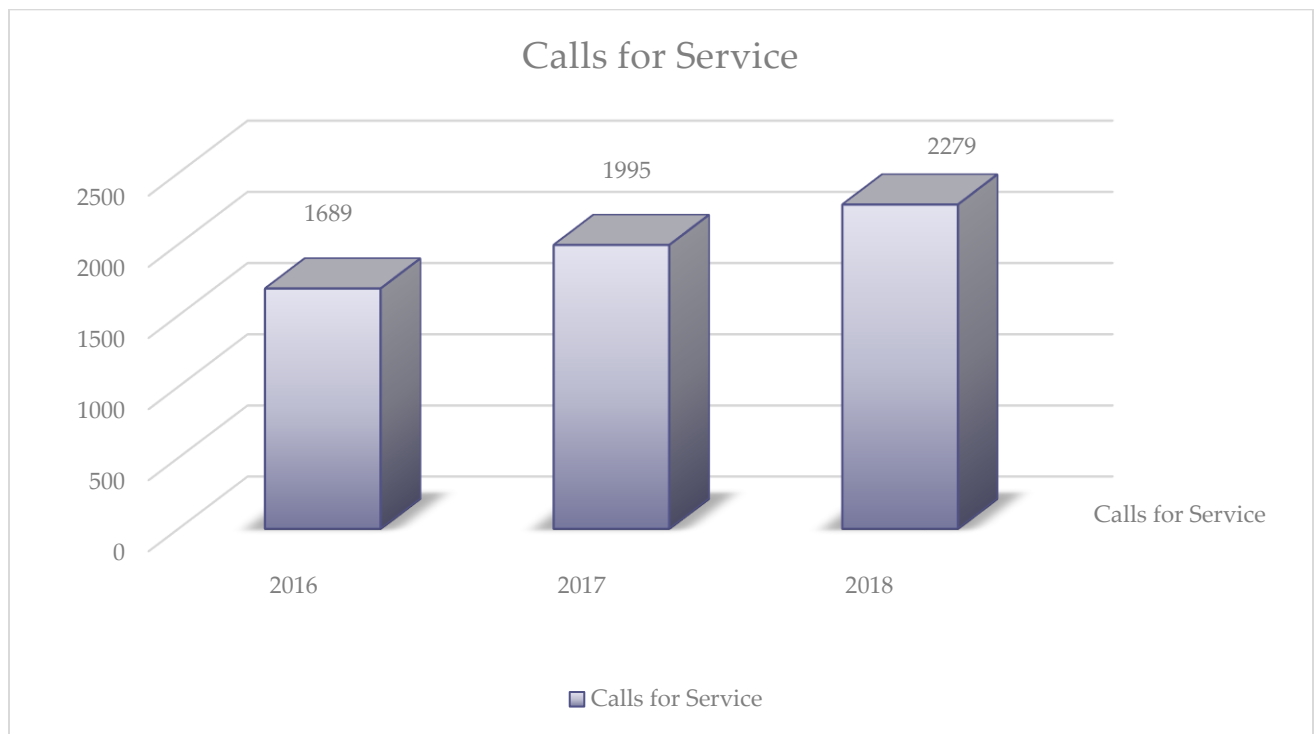


LAUDERDALE PART II CRIMES



OTHER CALLS/INCIDENTS OF INTEREST IN 2018

Total Calls for Police Service 2279



Domestics	19	Underage Drinking Arrest	0
Disturbance Calls	21	Disorderly Conduct	12
Suspicious Person/Vehicle	93	DWI	16
Medical	89	False Alarms	47
Juvenile Runaway	0	Alarms – No Report	11
Juvenile Tobacco Use	0	Permits to Purchase Handgun	7

IV. Patrol Review

PREPARED BY SERGEANT MARK DOKKEN

The St. Anthony Police Department currently has an authorized strength of 20 sworn officers, with 16 of these 20 officers assigned to the patrol division. I am proud to highlight the exemplary work that the men and women of the patrol division do each and every day.

2018 was an exciting year for the patrol division.

Officers were trained and equipped with new tools to assist in the operation of our patrol duties. One such tool was our body worn cameras. Nobody was more excited to be equipped with body cameras than our patrol officers. Officers now have the ability to record each and every citizen contact and call for service. Officers are able to review and utilize this footage to ensure detailed and accurate reporting and to increase transparency. See Section XIII for additional information concerning the St. Anthony Body Worn Camera Program.



As the national opioid addiction crisis continues, St. Anthony officers were trained in the delivery of Naloxone, or commonly referred to as Narcan. Our patrol staff responded to several overdoses in 2018 and successfully administered Narcan on 4 occasions that resulted in all 4 lives saved.

St. Anthony patrol officers continue to face a daunting task of combating aggressive driving. Our patrol division teamed up with several agencies this summer on a street racing collaborative task force. As many know, the areas in and around St. Anthony and Lauderdale seem to draw interest from amateur street racers from all parts of the metro. Spearheaded by the Minnesota State Patrol, St. Anthony officers assisted with stopping and citing several drivers participating in aggressive driving.

In addition to participating in the street racing task force, SAPD patrol officers were also active participants in the Towards Zero Deaths Ramsey County Traffic Safety Campaign. This grant funded program focusses on the enforcement of DWI's, Speeding, Seatbelts and Distracted Driving throughout Ramsey County. St. Anthony patrol officers working this detail yielded the following results:



Total Stops: 651

Total Citations: 277

Total DWI Arrests: 15

***These stats are for St. Anthony Officers conducting traffic stops throughout the county*

Our patrol division continues to place a high priority on growing community partnerships across Lauderdale. Whether it's handing out stickers to children or giving squad car tours, our patrol officers recognize that building these partnerships is a vital component to the success of the police department.

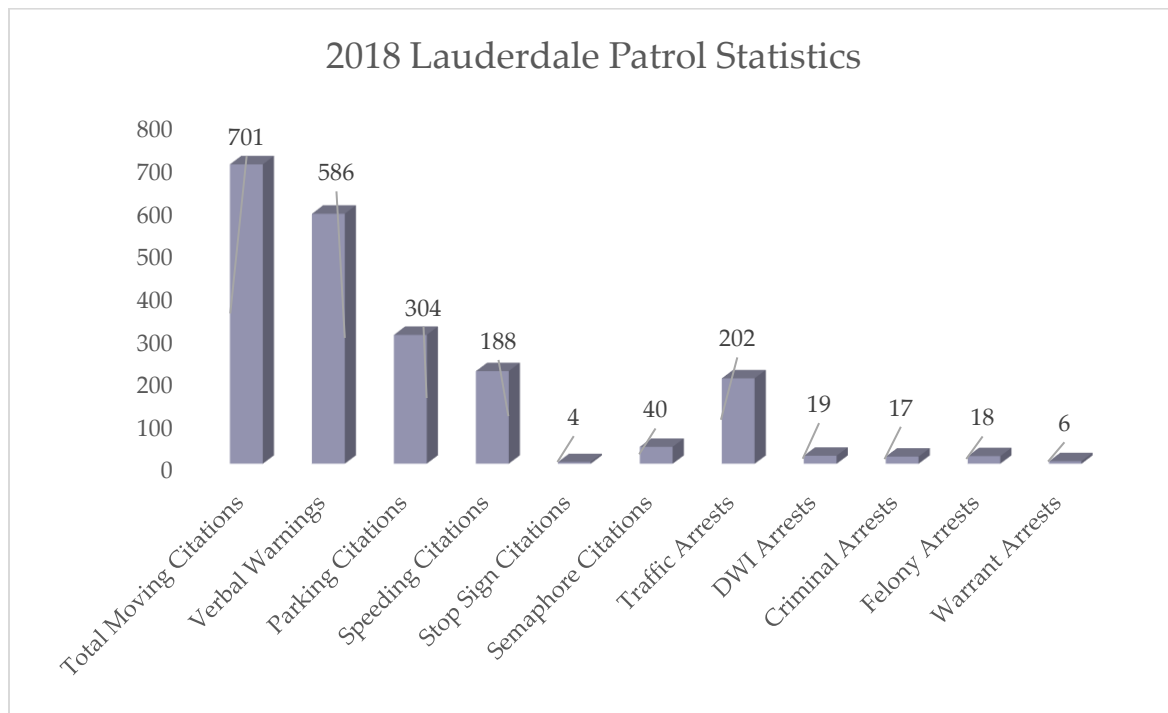
As we continue to find innovative ways to keep Lauderdale safe and the community connected, our patrol division has been active with the use of several social media platforms. We now utilize our various platforms to notify residents, businesses, and visitors of incidents occurring in the community and provide them with "real time" much needed public safety information. Our patrol officers also utilize social media for other purposes, such as locating missing people/pets, road closure information, and community outreach event reminders.



2018 saw the addition of a new patrol officer to the ranks. Officer James Gerbino began his career with the St. Anthony Police Department on 10/8/2018. He was a former police reserve officer and was selected as our newest officer following a lengthy selection process that was open to both internal and external candidates. Officer Gerbino is eager and excited to serve in his hometown community.

The police department utilizes a non-sworn Community Service Officer (CSO) to assist our patrol staff with such things as animal complaints, parking enforcement, traffic direction, and prisoner transports. In June Is'mail Toure' separated from the police department to pursue a career opportunity with Hennepin County Corrections. Due to his departure, we welcomed a new CSO, Mike Milbrandt. CSO Milbrandt adapted well to the duties and responsibilities of the CSO position. His familiarity with the department as a volunteer reserve officer aided in his ability to quickly become a valid asset to our patrol officers and administrative staff.

In between all the calls for service, our patrol officers were able to accumulate the following proactive 2018 yearly Lauderdale statistics:



This review of the patrol division is only a snapshot of the hard work that happens every day. I encourage you to stay connected with our department through our multiple social media platforms and community outreach events.

V. Investigation Review

PREPARED BY CAPTAIN JEFF SPIESS

The 2018 year was busy and engaging for the Investigative Unit of the St. Anthony Police Department. Captain Jeff Spiess oversees this unit and has done so since his promotion to Captain in 2016. Detective Tim Briski is the lead investigator and brings over 30 years of experience to the position. Detective Briski began his law enforcement career with the St. Anthony Police Department in 1988, and served as a patrol officer and a Drug Abuse Resistance Education (DARE) Officer prior to his promotion to detective in 1999. His knowledge, contacts, relationships, and experience has been a strong asset to the department and the community of Lauderdale.

On a quarterly basis throughout the year, a patrol officer is given the opportunity to bid a rotation to serve as a detective, working with Detective Briski and Captain Spiess. This arrangement has served the department well for several years in many ways. First, the rotation of patrol officers provides an opportunity for new and refreshed perspectives and ideas. Second, the patrol officer gains from this career enriching opportunity through diversity in assignment and learning another aspect of policing that can then be brought back to patrol duties later in the year. Finally, the additional detective is vital to accomplishing our mission, as we work diligently to investigate all crime that occurs in our community. In 2018, Officers Schlingman, Erdman, and Rushton served in this capacity and were instrumental in the successful resolve of many criminal cases, as well as partnering with other agencies to find solutions to issues that were not necessarily criminal in nature.

Although we have personnel specifically assigned to the investigative unit, it is imperative that all officers are trained in investigative techniques and are able to successfully navigate a criminal investigation from beginning to end. For example, when an officer receives a call to respond to a crime scene, that officer, regardless of tenure, initially assumes the role of “lead investigator.” As is often the case, the decisions and actions of the first officers on scene, can spell the difference between a solved and unsolved case. The St. Anthony Police Department has long operated under this philosophy and is proud of the skills and techniques that each officer possesses, and their ability to take the necessary steps in the initial stages of all investigations.

Partnerships with agencies outside of the St. Anthony Police Department are key for us to effectively and efficiently investigate crimes of all levels, anticipate and evaluate crime trends,

and identify and link individuals to applicable social services. Some of our partners include local and county prosecuting attorneys. They are called upon regularly to make criminal charging decisions, provide guidance during the investigative process, and assist in preparing officers for courtroom testimony. Investigative personnel also work closely with the Hennepin County and Ramsey County crime labs, as well as the laboratory analysis offerings of the Minnesota Bureau of Criminal Apprehension. These agencies assist closely with DNA and fingerprint analysis of articles at a crime scene, along with the analysis of other evidence as requested. Additionally, investigators have membership and partnerships with the following organizations: Hennepin County Juvenile Advisory Committee, Ramsey County Tobacco Coalition, the Ramsey County Sexual Assault Protocol Team, the Minnesota Organized Retail Crime Association, Crime Stoppers, Hennepin County Criminal Information Sharing and Analysis Unit, State and County Emergency Management teams, among many others.

On many occasions, during the investigation of criminal activity, investigators will uncover the need for individuals to receive social services. As such, the St. Anthony Police Department works closely with Child Protection Services and Adult Protection Services from both Hennepin and Ramsey Counties. We also partner with mental health professionals from both counties to assist in guidance, referral services, and, on occasion, at the scene of a mental health related call. Finally, the department partners with the Minnesota Adult Abuse Reporting Center (MAARC) to quickly identify and intercede in reported cases of the mistreatment of vulnerable adults. The MAARC has been another effective way to consolidate resources and expertise between police agencies and social service organizations.

The mission of the St. Anthony Police Department is “To improve the overall quality of life by preserving the peace and safety of the community.” This mission cannot be accomplished without our most important partnership – our partnership with the community. We rely on the quick reporting of crime and/or suspicious activity by our community members and their partnership throughout the investigative process. We, the police, are the community and must rely on all of us if our mission is to be accomplished.

The following are statistics of clearance rates for crimes that were committed and investigated during the 2018 year. Though these numbers are an important gauge of our effectiveness as a department and an investigative unit, we are not successful by clearance rates alone. What’s also important and paramount to us is that all individuals (suspect, victim, or otherwise) are

treated within the framework of the four pillars of Procedural Justice: Fairness, Voice, Transparency, and Impartiality. In practice, it is our hope and goal that, regardless of outcome, all those that encounter members of our agency leave with a sense that they were treated with dignity and respect, were informed of the process, and that officers worked diligently and without partiality.

The 2018 statistics for the criminal investigations unit are as follows:

Total Criminal Cases:	158
Total Cases Cleared	71
Total Cases Cleared by Arrest	56
Total Cases Cleared by Other	15
CLEARANCE RATE:	45%

As 2018 has drawn to a close, we are thankful for the opportunity to serve this great community for another year. We are committed to always striving to be better and looking for new and better methods and ways to collaborate. We look forward to another great year in 2019 to further the mission and vision of the St. Anthony Police Department as we partner with our community members and other stakeholders.

VI. Administration Review

PREPARED BY OFFICE MANAGER KIM BRAZIL

In 2018, we continued our work with the Department of Justice Technical Assistance. With their assistance, we were able to utilize Crystal Reports to help in retrieving more detailed data from our Records Management System (RMS).

In June of 2018, our Office Support Specialist, Karen, made the difficult decision to return to her family, in Canada, due to health related concerns. She will be missed, but we wish her well. Karen's replacement, Beth Denzer, was hired and began working with our department in May. She was able to begin training with Karen prior to her departure. We would like to welcome Beth to our office administration staff. Soon after starting, Beth attended training at the Bureau of Criminal Apprehension and received her certification. Beth has completed her probationary period and has been a huge asset to our department. Due to staffing and other changes to our administrative duties this year, our Community Service Officer Mike Milbrandt is now trained as a backup for our office staff. Mike will often answer the phone, window and assist with data entry.



In September, we were advised that our RMS. Law Enforcement Technology Group (LETG), merged with three other law enforcement software programs and they are now called CentralSquare. CentralSquare assured all user groups that they will continue to support our current RMS.

In 2018, we updated our web site to include a link to request copies of police reports and request vacation house checks. On our internal system, we have automated our vacation house checks and the lost/found animal list allowing easier access for officers to review these files from their patrol vehicles.

VII. Police Education Summary

PREPARED BY LT. DAN DIEGNAU

Training is a main foundation of the department's current and future mission, vision and goals. Law enforcement education is a vital and important part of delivering quality and professional police service to the community. The St. Anthony Police Department is committed to maintaining highly trained and professional service through quality and continual training and education. The objectives of the training program are to:

- Provide for continued professional development of department personnel.
- Enhance the safety of officers and the community.
- Foster unity of purpose and cooperation with the community that they serve and to enhance the image of the department.
- Provide training that has been reviewed for content by the Minnesota Board of Peace Officer Standards and Training (POST) Board and the St. Anthony PD command staff to ensure our police officers are receiving training that clearly falls in line with the learning objectives set forth by the department mission.



The state of Minnesota currently requires all licensed police officers to complete 48 hours of continuing education credits certified by the POST Board every three years. In 2017, the State of Minnesota passed legislation that increased the number of mandated continuing education credits for licensed police officers every three year licensing cycle. This legislation now mandates that 16 of the 48 required training hours be in the areas of crisis intervention, conflict management and cultural diversity. This legislation took effect July 1, 2018. Other mandated training within the 48 hours includes emergency vehicle operation, use of force, and firearms training. St. Anthony officers routinely exceed these minimum standards. Mandates require officers to incorporate specific training topics to satisfy the State's requirement's to stay proficient and current in our profession. Additionally, the police department and officers must engage in training opportunities that enhance our individual skills sets and complement our respective job assignments on the department.

These training opportunities may include, but are not limited to, Leadership development; OSHA mandates; Firearm certification; Investigation development; TEMPO/EMR medical

training; Emergency vehicle operation; DWI detection; Body worn camera implementation; Legal updates and case law; SWAT training; Active Shooter training; Field Training Officer.

This past year, the department provided a total of 2,237 hours of training to our officers in our continued effort to ensure that we not only meet our state mandates, but develop skills in our police officers that assist in meeting the strategic goals and initiatives put forth in our department strategic plan. The police department will routinely utilize online self-study courses, internal department training and outside training hosted by other private and government agencies to reach these stated goals.

Below are four highlighted training topics received in 2018:

NALOXONE (NARCAN) TRAINING

The police department recognizes that the narcotic and opioids (heroin) overdose issue is a growing national problem. Officers are devoted to exhausting all options to save the lives of those who may overdose. All sworn officers have been trained this year in the delivery of Naloxone, and each patrol vehicle is equipped with a Naloxone kit. In 2018, St. Anthony Officers successfully administered Naloxone in four separate occasions to counteract an opioid overdose.

CRISIS INTERVENTION TRAINING (CIT)



The police department recognized the need to assist officers with alternative options and training when confronted with the public experiencing a mental health or crisis situation. All sworn officers received (CIT) training in 2018. The training provided verbal techniques in a safe and compassionate alternative way of dealing with individuals in need of mental health or crisis assistance.

BODY WORN CAMERA IMPLEMENTATION

The primary objective for the body worn camera is to enhance officer safety and public trust by preserving factual representation of officer-citizen interaction. All sworn officers and Community Service Officer have received body worn camera and policy training. The body worn camera has been implemented and required use during the performance of official duties.



POLICE OFFICER ACCREDITED TRAINING ONLINE (PATROL)

The police department continually researches new and effective ways to provide the highest level of training. In 2018 the department elected to participate in the Police Officer Accredited Training Online (PATROL). This training is sponsored by the League of Minnesota Cities Insurance Trust. PATROL keeps peace officers current on legal issues and mandated training. Officers have access to new courses every month covering recent case law, refresher courses, supervisory courses, and courses that meet OSHA standards and POST mandates.

It is invaluable for Law enforcement agencies to recognize and implement training designed to help officers to better serve all walks of life on a daily basis. The St. Anthony Police Department is devoted to incorporating all the pillars of Fair and Impartial Policing and Procedural Justice into our training curriculum. Our training must emphasize these concepts as a means of increasing police legitimacy through improving the everyday interactions of police officers with those they serve. What officers learn today will not only impact their professional abilities, but their personal, and family, lives as well.

VIII. Police Reserve Summary

PREPARED BY SERGEANT JEREMY SROGA

The St. Anthony Police Reserve Program has once again proven to be an integral asset to the police department and the Cities of St. Anthony and Lauderdale. Over the past year, the police reserves have assisted our officers and residents in their efforts to work together to maintain a welcoming and safe environment to live in, visit and enjoy. While contributing over 1100 hours of service in 2018, some of the activities that the Police Reserves have performed are:



- provided security and pedestrian/vehicle traffic safety at community events, such as Villagefest, Lauderdale Day-in-the-Park, SAHS football games and the CP Holiday Train
- patrolled parks, schools, residential neighborhoods and businesses
- assisted as role players in police department in-house continuing education
- assisted at crime scenes, motor vehicle crashes and other police related incidents
- transported prisoners and others involved in police related incidents

As the years go by, we have some police reserves come and go, and 2018 was no exception. Typically, our police reserves use their experience here as a steppingstone to a career in law enforcement or related field. This year, we have seen 5 of our reserves move on from our program to further their careers as police officers and community service officers in the Cities of Blaine, Brooklyn Center and of course, St. Anthony. We are pleased that former St. Anthony Police Reserves Mike Milbrandt and James Gerbino have advanced their careers with our department in their roles as community service officer and police officer, respectively.

While we are currently accepting applications for vacant police reserve positions, I am fortunate to have the assistance of Officer Sunde and Officer Rushton with police reserve recruiting, scheduling, training, event planning and other behind-the-scenes administrative tasks related to the program.

We are grateful for the volunteered time and dedication that the police reserves have made through their service to the Cities of St. Anthony and Lauderdale. We look forward to the challenges of the coming year, as we welcome new candidates to our program.

IX. East Metro SWAT Summary

PREPARED BY OFFICER ELLIOT ERDMAN

It was an exciting year for the SWAT team in 2018. There were many changes this year that will optimize future SWAT operations and maximize the level of service to the communities that we serve.

After serving our communities for seventeen years, East Metro SWAT was dissolved in 2018. However, this will ultimately advance future SWAT Operations and increase the level of service to our communities. This change was fueled by continued challenges to dedicate personnel to the SWAT team by all participating agencies. The East Metro SWAT Board of Directors reached out to the Ramsey County Sheriff's Office about joining the Ramsey County SWAT team. St. Anthony Operators, as well as other participating agencies, were brought on board by our Ramsey County partners. Joining the Ramsey County SWAT Team has forged stronger regional partnerships, increasing resources and capabilities. This has been accomplished through pooling resources and equipment. As a larger and more



unified team, we have increased the level of service provided to all cities in Ramsey County that we serve. Members of the Ramsey County SWAT Team, respond jointly to critical incidents and high risk situations that effect our communities. As a stakeholder in the Ramsey County SWAT Team, the St. Anthony Police Department, and the jurisdiction's that we serve, benefit from the full capability of the SWAT team, at a reduced cost.

The St. Anthony Police Department currently has two Officers assigned to the Ramsey County SWAT Team. One as an Operator and one as a Crisis & Hostage Negotiator. These duties are in addition to the officer's primary work as patrol officers. Each Team member trains twice a month. Training focuses on all aspects of SWAT operations, including but not limited to: high risk warrant service, barricaded suspects, and hostage negotiations. Specialized SWAT

Negotiator training is an essential part of peaceful resolutions to volatile, dynamic, and dangerous situations; involving both suspects and persons in crisis.

The SWAT Team's specialized tools, training, and methods of operation, yield a highly professional team of individuals, capable of custom-tailored resolutions to complex and dangerous incidents. SWAT operations strive to be on the cutting edge of new training, equipment, and tactics, in order to resolve volatile situations peacefully. As such, SWAT teams must remain flexible and adaptable, while diligently focusing on their primary goal; keeping the community safe.

X. Social Media

PREPARED BY OFFICER KIEL RUSHTON

Happy 2019! This past year was a very exciting twelve months for the police department and the social media team! The social media team is comprised of six dedicated and proactive officers who promote transparency to, and engagement with, community stakeholders through the application of various platforms available mainly through mobile applications. These applications include Facebook, Instagram, Twitter, and Snapchat.



Facebook has been a very useful and flexible platform for the department this year. Officers have used this platform to not only disseminate minute-by-minute information, in near real-time during significant events in our communities, but have also been able to use it as an important recruitment tool. The ever-changing needs of our diverse communities demand that we break away from the old standard of posting career opportunities in the local papers, and use dynamic and

captivating video to promote civil service on many levels, including the positions of reserve officer, community service officer, and police patrol officer. Our vision as a department is to hire, develop, and retain dedicated professionals who are devoted to exceptional policing service, and Facebook has been a great portal to bring those people to us. The donut jokes never get old either, and there were several. The St. Anthony Police Department's Official Facebook Page has an Official Reach of over 2200 people, with over 2000 "likes" (a traceable engagement), however some of our most successful posts/bulletins have a reach that far exceeds these numbers, and the actual numbers are too vast to be measured officially by Facebook. We look forward to continue to use this platform, which itself is ever-changing and continues to evolve. The sky is the limit!

Instagram is a unique and generational application, used primarily by busy millennials, students, celebrities, fashionistas, and government agencies alike. With over 1000 followers, and several outside engagements ("love" or "heart-icon's" which users click to engage), we utilize Instagram to reach an audience that has proven harder to reach, as the next generation continues to accelerate the pace of life. Cutting-edge users on this



platform spend less than a few seconds browsing this platform, so with the use of local photographs with vibrant colors and videos with relevant content, we have been successful in bringing our department to this audience. Information, such as snow emergencies, community events, and work highlights continue to be big hits with our “Gram-er” (Insta”gram” user) crowd.



Twitter is a beast in the social media realm. There has been no discernable “generational” gap that Twitter cannot bridge, and it continues to be our most popular. With nearly 5000 followers, Twitter is an instant “megaphone” for our department to disseminate information instantly, and with those whom need this information the most. Celebrities, media outlets, major retailers, fortune 50 companies, as well as nearly every local law enforcement agency in this area all utilize Twitter. With campaigns like “#9PMRoutine” that reminds our residents to lock up at night, as well as up-to-the-second updates on major events like our “#VRA” or Virtual Ride Alongs, Twitter allows engagement on a near instant level.

Snapchat is a whole different way of looking at social media. The application allows users to send temporary, expiring photos and videos to each other, as well as to post them to “Our Story” or a geographical-based story, where every user can find a world map, and view “Our Story” anywhere in the world. We have the potential to engage and interact with anyone in the world, from party people in Prague, to vacationers in Venice. Every person with Snapchat on this planet can view and interact with our officers, at their discretion.



The only constant is change, and change we must! The needs of our communities continue to evolve, and the social media team is hardworking and dedicated to incorporating, adapting to, and even innovating that change. We will continue to accomplish the mission to improve the overall quality of life by preserving the peace and safety of the community, by collaborating and engaging the community stakeholders through social media. Although the future of social media is uncertain, one thing you can count on; The St. Anthony Police Department will be there to welcome and usher in the change, and to continue to bring high quality and cutting edge content to all who live, work, and recreate in our communities!

XI. Community Engagement Summary

PREPARED BY SERGEANT MIKE HUDDLE

The St. Anthony Police Department's philosophy is that all of our Officers, from the Police Chief to our newest Officers, are Community Engagement Officers, regardless of assignment within the department. We believe that our first priority is to seek ways to develop deep and meaningful relationships with the communities we are entrusted to serve. This should take place at the individual level with each Officer. Each encounter we have with members of the community is a community engagement opportunity, whether that's a conversation over coffee or on a traffic stop. Officers attend planned community events, coordinate department hosted activities, and make time while out on patrol to reach out and get involved with people wherever they may be. This report will highlight some of those activities, the vast majority of which are conducted by our Patrol staff.

As was stated above, all of our Officers are expected to support the mission and vision of the Police Department by increasing community partnerships and inclusion through community engagement. In addition to this, our Community Engagement Team has as its goal to carry this out further. This group is made up of five Officers (Sgt. Mike Huddle, Officer Tressa Sunde, Officer Jim South, Officer Kiel Rushton and Officer Dane Lazenberry). All of these Officers are assigned to Patrol as their primary responsibility. They volunteer for this assignment as an additional duty, above their patrol functions. All have completed the MN Bureau of Criminal Apprehension Crime Prevention Practitioners certification course. Some of the work these Officers do includes bringing free instruction and information to the public. This includes information on personal protection, workplace violence awareness, identity theft and senior safety. These Officers also utilize our social media platforms to share information on crime trends, safety information, weather related events, and news related to the Police Department and the local community.

As a team, we accomplished a few small new things in 2018 that we hope will benefit our Department and community. First, three community engagement Officers volunteered as mentors with the Century College Law Enforcement Program. These Officers joined others as mentors for law enforcement students at Century College. The Officers give guidance, encouragement, and other support to students as they work their way toward a degree and eventually a career in policing. We hope that this partnership will allow us to seek out, recruit, and encourage young people with diverse backgrounds to be future St. Anthony Police Officers.

Second, our Community Engagement Team adopted a “soft” uniform option for wear during some assignments. This came about after some discussion with community members regarding whether Officers had to be in a patrol uniform at all times or during every contact with the public. As a result, Officers assigned to our team have the option of an alternate uniform consisting of a navy blue polo shirt and khaki pants. This offers something of a more approachable and casual look, while still offering a “uniform” and professional appearance. Third, we launched a fourth social media platform with Snapchat. This is our fourth social media account, potentially allowing us to reach a larger and more varied group within our communities. While we have work to do to make our social media messaging as effective and accessible as possible, we’re striving to be accessible and bring information to the public in the most direct way. Lastly, we continue to proactively address the street racing issues along Hwy 280 in Lauderdale. While this is not a new effort for us, it is a high priority. We again partnered with the Minnesota State Patrol to increase our patrol visibility in those areas, enforce traffic safety related laws and ordinances, and educate drivers and onlookers involved in these activities. This is a result of citizen complaints received in Lauderdale. We understand that this kind of activity is dangerous and has other effects on a community, such as increased noise and traffic. We’ll continue to focus on this concern as a part of our traffic safety focused patrol and enforcement strategy.

Other activities through the year included department coordinated events, such as our annual Cops vs. Kids basketball games, Summer Survival youth program, Coffee With A Cop, and MN Night to Unite. Those programs continue to develop and evolve. They’ve been successful because of strong support and partnerships with community stakeholders. Local businesses, community action groups, neighborhood groups and civic groups provide input and resources for programs to offer the greatest benefit to the community. The Police Department is grateful for these valued partnerships and we look forward to strengthening them, and developing others.

The following section highlights a few of the activities that St. Anthony Police Officers engaged in through 2018. Most are carried out by Officers while out on their patrol tours. Many are self-initiated spontaneously by Officers or inspired by community members, some are planned annual events, others were events that our Officers were invited by the community to be a part of. Of course, this is not a complete or exhaustive listing of activities, but merely a sampling of such activities in 2018.

January: Sgt. Huddle participated in the Martin Luther King Day Celebration at Nativity Lutheran Church. Sgt. Huddle read books about Dr. Martin Luther King, Jr. and overcoming differences to school-aged children.

February: Officers Sunde and South, and Sgt. Huddle began working as volunteer mentors for the Century College Law Enforcement Program.

March: Officer Sunde, along with Reserve Officers Nick Traffie and James Gerbino, participated in the Century College Job Fair. Officers made contact with students at Century College to promote interest in the St. Anthony and Lauderdale Communities and our police department in an effort to attract high quality, diverse individuals.



Officer Lazenberry participated in the 2018 Pinewood Derby put on by Boy Scouts of America at Faith United Methodist Church. The SAPD car was unsuccessful in six races versus the SAFD, SA Public Works, SA Middle School, Wilshire Park, and SA High School. We aren't too sure how everyone was able to "outrun" our police car. We're looking into the matter for improvement next year.

SAPD Officers teamed up again for our Cops vs. Kids Annual Basketball event. Officers played several basketball games against teams of 5th and 6th grade kids. Based on the outcomes of the games, we suspect those kids might have been professional players. 2018 was the tenth anniversary of the Cops vs. Kids games. We invited the community to bring personal hygiene items for donation. We partnered with the Dare 2 Be Real students with St.



Anthony High School to collect and sort the items, which were then placed in SAPD squad cars for Officers to distribute to homeless person's encountered by Officers in the community.

April: St. Anthony PD kicked off a season-long traffic safety effort, partnering with the MN State Patrol, to address street racing issues along Hwy 280 in Lauderdale. This effort continued through the summer and into the fall season. This effort was initiated due to citizen complaints of this activity. Traffic safety enforcement activities directed at street racing have resulted in numerous citations, warnings, and increased patrols. We will continue to address this matter for as long as it presents a danger to traffic and pedestrian safety.



May: Chief Mangseth, Captain Spiess, and Officer Rushton attended and took part in the Suburban Ramsey County Law Enforcement Memorial Service.

June: Officers Schlingman, Rushton, Lazenberry and others noted several patrol contacts

through the month in which they spoke with children and their parents and rewarded the kids with Dairy Queen Coupons for properly wearing bicycle helmets and safety equipment while riding their bikes. A few stops were made at neighborhood lemonade stands to purchase a refreshment. It turns out our cops prefer fresh lemonade over donuts.



Every year in June SAPD hosts a “Summer Survival” camp for kids. This a two day event for school aged children in which they are presented with different demonstrations from police, Fire, and EMS organizations. We showcase Police K-9s, water patrol boats, fire trucks, teach safety skills, weather safety,

drug/alcohol and tobacco education and prevention, and we even get a visit from the State Patrol helicopter. It’s a fun-filled two days packed with activities.





August: Chief Mangseth, Captain Spiess, and Officer Rushton attended Lauderdale Day in the Park.

Chief Mangseth and the entire SAPD sworn staff attended block parties for MN Night To Unite on August 7th. Officer Tressa Sunde, City Council members, and staff visited as many block parties as possible discussing any and all topics of conversation with residents and visitors to Lauderdale. MN Night To Unite is an outstanding community event that really does take the involvement of the entire community to be successful. We're grateful to all that could be a part of it in 2018!

September: Officer Lazenberry attended a Cub Scout open house at Faith United Church. Squad car tours and stickers were given away.

October: SAPD hosted our annual Coffee With A Cop event at Lauderdale City Hall. Officer Sunde served coffee and treats to community members who stopped by to visit with us. Citizens spoke with Officers about anything they wanted in a casual setting.



Officer Hess attended the City of Lauderdale Halloween Party at City Hall. He dressed up as a St. Anthony Police Officer (again).

Each year, we discover new opportunities and learn from input received from the community. It's through this feedback that we develop new perspectives and can modify our programs and approaches for connecting with all segments of our communities. This is important to us as an organization, and it is reflected directly in our Department Strategic Plan as "Goal One". We recognize that this goal will be ever evolving and require constant internal reflection, evaluation, and partnerships with members of our community to create successes.



We would like to recognize the contributions, support and partnerships extended to us by neighborhood organizations, civic groups, the City Council, local business community and citizens who live, learn, work, and play in Lauderdale. The Police Department is grateful to all who offered feedback, and we look forward to creating more partnerships and successes as we move into the future.

XII. Body Worn Camera Program (BWC)

PREPARED BY CHIEF JON MANGSETH

January of 2018 marked the beginning of the police department's development and implementation of a police officer Body Worn Camera (BWC) program. The St. Anthony Police Department (SAPD) committed BWC Policy Development (2017) and the development of a Body-Worn Camera Policy and Implementation Program (PIP) (2018) with the hope and intention of reducing complaints against officers, enhancing evidence collection in order to improve the adjudication process, and building trust and increasing legitimacy in the communities we serve.

The use of BWC's in law enforcement is relatively new in Minnesota. The primary purpose of using BWC's is to capture evidence arising from police-citizen encounters. While this technology allows for the collection of valuable information, it opened up many questions about how to balance public demands for accountability and transparency with the privacy concerns of those being recorded. As an agency, we must strictly adhere to MN State Statute as it applies to law enforcement agencies that utilize portable recording systems for use in investigations, or in response to emergencies, incidents, and requests for service. In deciding what to record, policy must strike a balance between the desire to establish exacting and detailed requirements for BWC use and the reality that officers must attend to their primary duties and the safety of all concerned, often in circumstances that are tense, uncertain, and rapidly evolving.

Community-Oriented Policing (COP), as defined by the Department of Justice (DOJ) is "...a philosophy that promotes organizational strategies that support systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime."¹ COP is a defining philosophy of the SAPD, is a lens through which all policing activities and strategies must pass, and the department strongly believes in the current research that shows that a BWC PIP supports a healthy COP approach.

¹ U.S. Department of Justice/Office of Community Oriented Policing Services (2014). *Community Policing Defined*. Washington, DC.

The BWC PIP project required the integration of many components, to include: MN State Statute, Department Policy, Community/Stakeholder Input, User Input, BWC Grant Funding Requirements, Technology Integration, and Training and Auditing Requirements. Partnerships and collaborations were crucial to successfully completing the project.

The police department fully implemented our Panasonic BWC program as of November 9th, 2018. Officers of the St. Anthony Police Department have embraced this technology and have been diligent in following policy regarding deployment and use. Daily record management reviews are conducted to ensure equipment is being used properly. Department supervisors are required to complete monthly audits to ensure equipment is being used properly and in accordance with policy. Our squad cars have also been outfitted with new Panasonic HD squad cameras that are designed to pair with the BWC technology. We have now begun the last phase of our camera project by addressing upgrades to our facility camera system (January 2019). This will result in a fully integrated audio and video system that will allow for our staff to have audio/video coverage through multiple phases of contact with the public.

We must remain mindful that audio and video equipment is not a complete end-all do-all fix for capturing all aspects of police encounters with the public. People who have never seen a police officer's everyday reality up close can easily overlook just how difficult it can be to face the everyday challenges associated with policing. In turn, we, as police officers, must adhere to the Pillars of Procedural Justice and Fair and Impartial Policing.

By and large our police officers have big hearts and a service mind set. They endeavor to serve to the best of their ability. The St. Anthony Police Department will remain committed to the goals and objectives outlined in our police department strategic plan. It will aid in focusing our resources, making data driven decisions and evaluating how we take inputs from community stakeholders and apply them with the goal to improve the overall quality of life by preserving the peace and safety of our community.

XIII. 2018 Accomplishments

- Successfully navigated the BWC grant process in partnership with secondary grant recipient Roseville PD.
- Body Worn Camera (BWC) selection, adoption and implementation completed.
- Squad car audio/video upgrade to new HD platform compatible with officer BWC technology.
- Completed work with the Department of Justice in regard to Collaborative Reform Initiative-Technical Assistance.
- Upgraded squad lap top computers to Windows 10 and completed transition to new Hennepin County Computer Aided Dispatch (CAD) System (Tri-Tech CAD Mobile).
- Based on Hennepin County's implementation of a new radio technology, all squad mounted and officer equipped radios were upgraded and replaced.
- Retooled and implemented new department mission and vision statements.
- Established a department strategic plan housing nine goal categories that list clear objectives based on input from internal and external community/department stakeholders.
- Received technical assistance/training in the area of policy development, particularly in the area of Internal Affairs, Traffic and Pedestrian Safety, Vehicle Pursuits, Training, Performance Evaluations, Delivery of Narcan by Police Personnel, Portable Audio/Visual or Body Worn Camera (BWC) technology and Response to Resistance (Use of Force).
- Developed and enhanced selected department principles and practices through targeted technical assistance. (2019 work plan to engage in restructure, recoding and refreshing of the entire policy manual).
- Enhanced training, practices, and procedures regarding employees' professional development in areas focused on use of force training, de-escalation training, encounters with the mentally ill, and leadership. Implemented the ICAT (Integrating Communication, Assessment and Tactics) training guide into department P.O.S.T. Board mandated use of force, de-escalation and conflict management training.
- Updated Field Training Officer (FTO) manual, which included new strategic plan objectives.
- Implemented a department training program designed to meet the needs of state statute requiring peace officers to receive 16 hours of in-service training every three year renewal cycle in the areas of crises intervention and mental illness crises; conflict management and mediation; and recognizing and valuing community diversity and cultural differences to include implicit bias training.

XIII. 2018 Accomplishments (Continued)

- Continued professional development of new supervisors and current supervisors, including Captain and Chief.
- Hired, equipped and trained a new police officer, office support specialist and Community Service Officer (CSO).
- Managed the selection of police officers to new positions of responsibility and accountability within the department. (Firearm's, Use of Force, Community Engagement
- Trained and certified two officers as background investigator for future hires (Moore and Schlingman). They will replace personnel recently promoted.
- Launched a successful social media platform.
- Transitioned from East Metro SWAT to the Ramsey County SWAT. Two department members assigned. SWAT Operations and Crises/Conflict negotiations.
- With the new city website platform came many updates and new additions to the police website.
- Enhanced content and substance contained in police news articles. Added quarterly Chief Updates.
- Participated in multiple community engagements efforts and partnered with various community based providers to provide training and awareness in such areas as gun safety, child safety, senior safety and traffic safety.
- All officers trained and equipped with Naloxone, to aid in life saving measures for those suffering an opiod overdose.

XIV. 2019 Work Plan

- 2019 Strategic Plan (based on plan completed in the last quarter of 2018): work through the department strategic plan. Added as an action step on the city and department goal pyramid.
- Work through and determine process for evaluating and auditing the BWC program.
- Complete cover to cover review, overhaul and implementation of the department policy/procedure manual.
- Adopt and implement Minnesota POST Board approved model policy for investigating sexual assault cases. Model policy released by POST January 24th, 2019.
- Continue to review and explore training that emphasizes officer skill development in areas associated to mental health concerns, de-escalation strategies and community relations.
- Incorporated League of MN Cities, MN POST Board approved, “Patrol Online” training for officers.
- Continue to review, implement and potentially expand community engagement initiatives.
- Continue to focus on data driven strategies that focus on identified technical assistance priorities contained within the department strategic plan.
- Hire, equip and train a new police officer.
- Continue professional development of first line supervisors, as well as Lieutenant, Captain & Chief.
- Transition the department to a new department issued duty side arm. Improve training, officer safety, liability concerns and financial cost all being driving factors to consider.
- Continue to review and implement department training utilizing Integrating Communications, Assessment and Tactics (I.C.A.T.) into officer development and training. Focus on training platforms related to Use of Force, Emergency Medical Responder (EMR), Firearms and responding to persons in crises.
- Focus on engagement opportunities for youth, seniors and families.
- Upgrade police department facility audio and video system to make it compatible with squad car audio/video HD platform and officer BWC technology.
- Evaluate options to re-introduce the SAPD Citizen's Academy.
- Maintain police department membership with city wide involvement in the Government Alliance on Race and Equity.
- Meet expanding training needs of office staff. CJIS/NCIC coding and reporting system wide changes by 2020. Data practices. Complete advanced permit to purchase firearm’s background investigation and confirmations (Police Chief, Records Manager, Records Clerk).