

# ST. PAUL POLICE

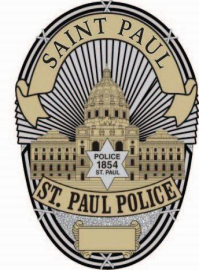
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# Connected to the Community

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- The SPPD continues to create good policy with community input
  - RRA – over 100 recommendations from the community included in shaping that revised policy (2018)
  - K9 policy – Revised with community input(2019)
- Continued focus on diversifying the department through the door and up the ladder
  - Last academy was 77% diverse
  - By end of my first term, my goal is that our patrol officers will be at least 50% diverse (this is dependent on the number of hires over the next couple years)
- Continued focus on community engagement which is the responsibility of all employees
- Establishment of the Community Engagement Unit (2016) then Division (2019)
- U visas
  - By increasing U visa certification from 2% in 2016 to more than 90% in 2019
- DC Trip
  - In partnership with Circle of Peace (2016)
- Smart on Crime Red Wing re-entry program (2020)
  - Twice monthly visits to youth at this facility, build relationships with our youth prior to their release

# Connected to the Community

## Mayor's Community First Public Safety Initiative

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- GUN CRIME INTELLIGENCE CENTER (SPPD grant money) \$750,000
- EXPEDITED DNA TESTING (reallocated SPPD general funds) \$250,000
- TARGETED YOUTH EMPLOYMENT \$244,649
- PARKS & RECREATION REC CHECK \$225,000
- MENTAL HEALTH CO-RESPONDERS (reallocated to SPFD) \$130,000
- COMMUNITY AMBASSADORS \$305,760
- PILOT: RETURNING HOME SAINT PAUL \$110,000
- HEALING STREETS & CURE VIOLENCE \$300,000
- COMMUNITY JUSTICE UNIT \$113,906
- DOWNTOWN FUSION CENTER \$350,000
- PEDESTRIAN SAFETY ENGINEER \$150,000

# Reflective of the Community

## Department Diversity

Increasingly diverse academies

- 77% in 2019

Increase of the overall diversity of the SPPD since 2016

- 30% more diverse sworn staff
- 30% more diverse civilian staff

Recruited and retained diversity since 2016

- +33% Asian officers (Currently 68 or 11%)
- +60% African American officers (Currently 40 or 6.4%)
- +32% Hispanic officers (Currently 29 or 5%)

13.3% of all SPPD officers live within the city

# Reflective of our Community

## LECPA



- The LECPA helps people of color and women who live in St. Paul go to college, get into our academy & join the SPPD
- 100% of participants are women and people of color
- Since 2017, 78 individuals have entered the program
- 29 individuals in cohort currently
  - 17 Asian, 6 Black, 5 Latino, 1 Other
  - 11 Females and 18 males
- 7 LECPA graduated from the 2019 St. Paul Police Academy
- 7 current LECPA are ready for our 2020 academy
- 10 different languages spoken
- 5 different countries of origin represented





# Reflective of our Community

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- Hired **COMMUNITY ENGAGEMENT SPECIALISTS** who work to build stronger connections and trust with our community:



# Pulling Back the Curtain

## Traffic Stop Data

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In 2016, In an effort to be more transparent, traffic stop data going back to 2001 was placed online.

Available at:

<https://www.stpaul.gov/departments/police/traffic-stop-data>

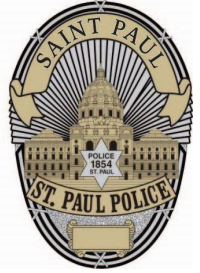
Officers are no longer evaluated on the number of traffic stops, citations or arrests they make (2018)

Their data is reviewed annually with each officer and their supervisor (2018)

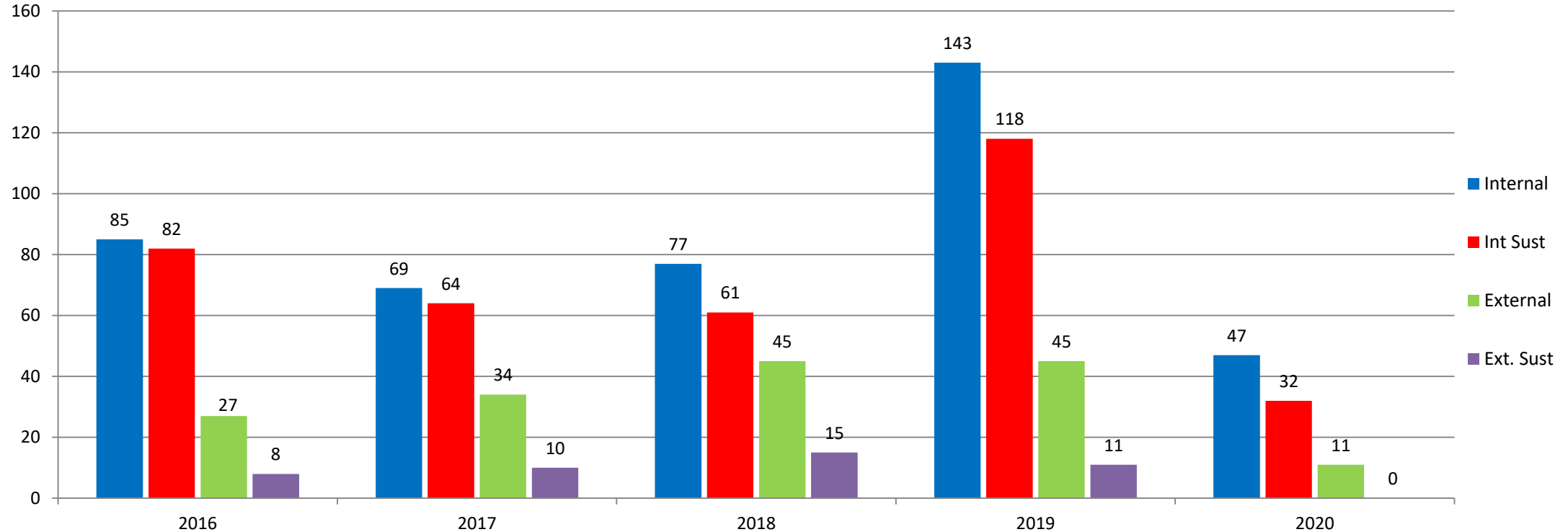
# Pulling Back the Curtain

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**IAU Data  
2016-Present**





# Pulling Back the Curtain

## Is St. Paul one of the deadliest cities?



During this administration, beginning July 1, 2016, these are the stats.

City	Est. 2019 census	Police involved deaths
St. Louis, MO	308,626	24
Orlando, FL	287,442	14
Spokane, WA	222,236	11
Anchorage, AL	288,000	8
Minneapolis	429,606	5
Stockton, CA	310,496	6
Henderson, NV	302,539	7
Santa Ana, CA	332,318	7
St. Paul, MN	306,621	4
Pittsburgh, PA	302,407	4
Cincinnati, OH	301,301	3

<https://github.com/washingtonpost/data-police-shootings>

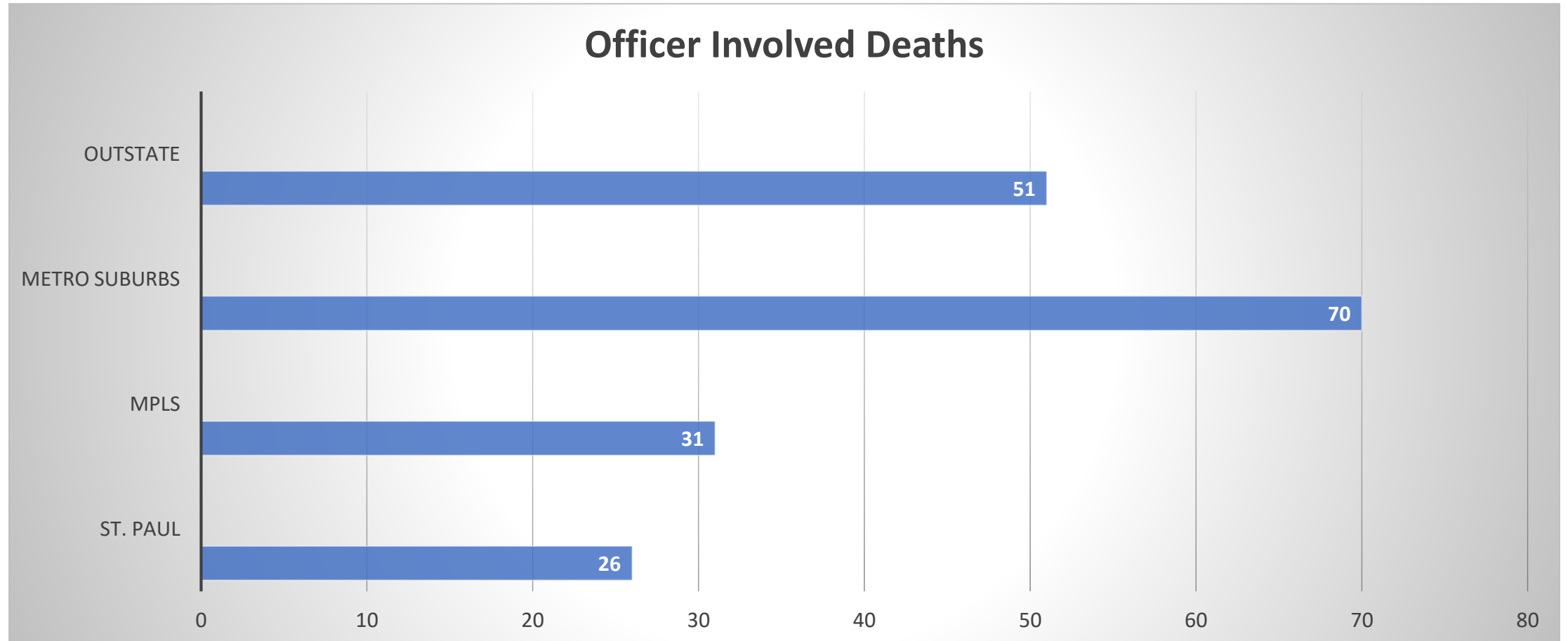
# 20 Year Snapshot

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<https://www.startribune.com/fatal-police-encounters-since-2000/502088871/>



# Pulling Back the Curtain

Launched the **21st CENTURY POLICING REPORT**, which shows that the SPPD achieves the benchmarks in President Obama’s “Final Report of the Task Force on 21st Century Policing.” (2017)

- Over 90% of recommendations currently met in practice and policy
- Some of the recommendations are always ongoing such as “include community input within policy decisions”
- Some of the recommendations/action items are specifically designed for federal law enforcement agencies
  - **1.8.1 The Federal Government should create a Law Enforcement Diversity Initiative designed to help communities diversify law enforcement departments to reflect the demographics of the community.**



# Four-Year Transformation

## Four years of work, not just the last four weeks

- Much has changed in policing since 2016. We have become more compassionate, more transparent and more willing to engage our communities
- The SPPD was the first department in Minnesota to ban **WARRIOR TRAINING** in favor of Crisis Intervention Team training for all officers and Annual implicit bias training for all employees. (2017)
- Among the first departments in the country to establish a **MENTAL HEALTH UNIT**, which pairs social workers with officers to respond to calls for service and provide case management to people experiencing mental health crises. (2018)
- First department to develop a **COMMUNITY OUTREACH AND STABILIZATION UNIT**, which focuses on mental health, chemical dependency, homeless outreach. (2019)

# Four-Year Transformation



- Make sanctity of life a core organizational value;
- Require officers to de-escalate when possible;
- Require force used by officers to be reasonable, necessary, and proportionate;
- Hold officers accountable to use sound tactics, such as time, distance, and cover, to reduce the need to use force;
- Require officers to intervene when witnessing unreasonable use of force;
- Require officers to report all incidents of unreasonable use of force to a supervisor;
- Require officers to render immediate medical aid to injured victims, including those injured during an officer-involved injury, as soon as safely possible;
- Require a supervisor to respond when force is used.

**All of the above are addressed in the current Use of Force policies within the SPPD manual**

# #8cantwait

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**Data proves that together these eight policies can decrease police violence by 72%.**

**BAN CHOKEHOLDS & STRANGLEHOLDS**



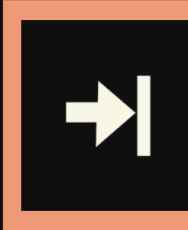
**REQUIRE DE-ESCALATION**



**REQUIRE WARNING BEFORE SHOOTING**



**EXHAUST ALL OTHER MEANS BEFORE SHOOTING**



**DUTY TO INTERVENE**



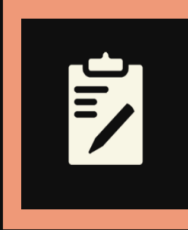
**BAN SHOOTING AT MOVING VEHICLES**



**REQUIRE USE OF FORCE CONTINUUM**



**REQUIRE COMPREHENSIVE REPORTING**



- The SPPD is in compliance with all of these mandates in practice and policy. We have clarified our policy on no chokeholds as well as exhausting all lesser force options before deadly force can be used
- **246.00** - When reasonable and safe to do so, lesser force alternatives should be considered and exhausted prior to the use of deadly force (June 5, 2020).
- **246.02** - Chokeholds and Strangleholds not authorized (June 5, 2020).





# Military Style Equipment

- The following two armored vehicles were acquired after some high profile incidents in CA and around the country involving high caliber firearms. They are defensive rescue vehicles used to provide cover to officers and community members in harms way.
- These vehicles do not have a weapons platform.
  - Rescue vehicle (Humvee)
  - Rescue vehicle (Bearcat – built specifically for LE)
- Rifles
  - M14 Ceremonial rifles for memorial services
  - AR15 long guns for life safety purposes
  - These are **NOT** automatic weapons.

# Defund the Police

- This is really a question for the more than 300k residents and crime victims of the City of Saint Paul
- The SPPD has had 34k 911 calls YTD in our City
- 16 homicides YTD
- 889 residential and commercial burglaries
- 86 sexual assaults
- 421 aggravated assaults
- 297 robberies
- 928 shots fired
- 2375 domestic assault calls
- I encourage all of our elected officials to go on at least one ride-along per year.
  - Join us at an academy graduation
  - Join in Mears Park to remember and honor the fallen officers who have given the ultimate sacrifice for their City and community

# Defund the Police

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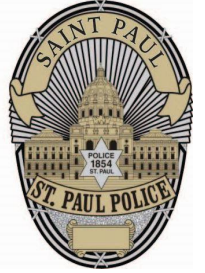
Camden, NJ

- [https://www.washingtonpost.com/outlook/camden-police-chief-old-new-department/2020/06/18/37407536-b0b8-11ea-856d-5054296735e5\\_story.html](https://www.washingtonpost.com/outlook/camden-police-chief-old-new-department/2020/06/18/37407536-b0b8-11ea-856d-5054296735e5_story.html)

# Civil Litigation

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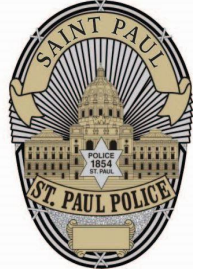


Year		\$
2019		24,000
2018		788,000
2017		2,346,900
2016		293,200
2015		26,050
2014		444,012
2013		447,700
2012		904,500
2011		405,250
2010		34,500

# Personal Liability Insurance

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- MN state laws require local governments to take legal responsibility and pay damages for incidents that occur on the job for peace officers
  - <https://www.revisor.mn.gov/statutes/2019/cite/466.07>
- Provided that the officer or employee:
  - was acting in the performance of the duties of the position; and
  - was not guilty of malfeasance in office, willful neglect of duty, or bad faith

# Current Crime Trends YTD

	2019	2020	+/-%
Homicide	10	16	+60%
Aggravated Assault	340	421	+24%
Robbery	229	297	+30%
Auto Theft	1155	1250	+8%
Com. Burglary	186	300	+61%
Res. Burglary	664	589	-11%
Firearm Discharges	403	928	+130%
People Injured by Gunfire	70	91	+30%
Arson	50	105	+110%
Crime Index	5765	6402	+11%



# Crime/Covid-19 Response



- Hot Grid Gun Violence Detail
- Deferring more CFS to on-line reporting allowing more officers to make more significant calls
- FORCE officers redeployed to the Gun and Gang Unit to create a 7 day a week shooting response team

# Building on Implicit Bias Training

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- **Moral Courage** – The SPPD has partnered with Dr. Charles Weinstein of Ethical Leaders in Action to provide moral courage training for our department.
  - Late summer of 2020
- **EPIC** – The SPPD will partake in Ethical Policing is Courageous (EPIC) training. This is a peer intervention program that teaches officers how to intervene to stop wrongful action before it occurs.
  - Train the Trainer conducted in January 2020
  - Full day of class for all officers in the Fall of 2020
- **Implicit Bias** – The SPPD will continue to provide annual implicit bias training to department personnel as it has for the past several years.
- **Trauma Informed Care** – Supporting victims of crime.
  - Currently in-progress

# More to Come....

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In 2016, the Saint Paul Police Department began a transformation from a police department that was mostly white, mostly male and mostly focused on its past. We are now a police department that is more transparent, more compassionate and more connected to its community. That journey continues today.

# More to come.....

- Questions?

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