



SLP Police

Total calls for service:
46,134
1 call every 11 minutes

Top calls for service

- Traffic stops
- Suspicious activity
- Parking complaints
- Alarms
- Welfare checks

Part 1 crimes*
1,331

- **81 crimes against persons** (assault, robbery, rape)
 - **1,250 property crimes** (theft, burglary, vehicle theft, arson)
- *Includes theft, burglary, motor vehicle theft, aggravated assault, robbery, rape, arson and homicide*

Traffic stops: 3,956
Warnings: 2,691
Citations: 1,265

Part 2 crimes**
960

***Includes driving while intoxicated, narcotics, vandalism, forgery/fraud, criminal sexual conduct, disorderly conduct, other assault, obscenity, stolen property, fleeing police, gambling, liquor violations and weapons offenses*

Animal calls: 898
Animal impound: 98

2019 budget

In 2019, \$10,242,232 million was budgeted for expenditures for police protection and communications. Of that, 92 percent – \$9,403,155 – was allocated for salaries and benefits.

Busiest day of the week is **Friday**
Busiest time of the day is from **5 – 6 p.m.**

Top violations

- Parking
- Driving after revocation or suspension
- Vehicle registration
- Speed

202 gun permits issued
52 solicitor permits issued

July was the busiest month:
7,996 reports written
131 DWI arrests
1,073 arrests
682 cases assigned to investigate
216 individuals booked in the jail



Letter from the chief



As the chief of police, I am honored to continue the proud tradition of community-oriented policing in St. Louis Park. We are committed to partnerships with our community, transparency, fundamental fairness, treating everyone with respect and dignity and providing a voice to the community. These principles are the guideposts of community-oriented policing, a model we have followed successfully since 1995.

Our organizational culture of serving the community starts with hiring. When we interview candidates for police officer positions, we look foremost for character and attitude that will fit our community and organizational culture. We can teach skills, but character and attitude can't be taught. We understand the importance of race equity and inclusion in our work, and to staffing our police department to reflect the community we serve. Creative recruitment processes like Pathways to Policing allow us to cast a wider net for potential officers who bring a diverse range of life and work experience to the department. We continue to focus on ensuring that race equity and inclusion is a focal point for our department, both internally and externally, in keeping with the city's strategic priorities.

The St. Louis Park Police Department provides annual use-of-force training that incorporates de-escalation techniques and conflict management skills. We are committed to training officers in crisis intervention tactics through a 40-hour course that features an in-depth look at mental illness, the challenges these pose for first responders and our community and what resources are available to respond to these challenges effectively.

It takes financial resources to follow the community-oriented policing model, and the St. Louis Park City Council has provided those resources year after year. This allows us to engage in outreach and to build healthy relationships with the community, rather than serving solely in a responsive mode to calls for service. Partnerships with our schools, business community and faith-based communities help us understand the community's needs and respond appropriately. Community outreach ranges from pop-up programs like Basketball in the Park or Coffee with a Cop to more in-depth programs like the Citizens' Police Academy and New Americans Academy. These programs allow us to build connections and trust with our residents.

In 2019, we made substantial progress implementing four initiatives identified in our 2018 strategic plan, including ensuring department roles and duties align with our mission and values; promoting employee wellness; leading the creation of a community mental health collaborative; and ensuring the dispatch center is staffed and equipped to meet operational demands. The great work done by our staff in each of these areas is reflected in this annual report.

Visit www.stlouispark.org/police to learn more about the department's community-based policing model and our practices for hiring, training, use of force and service to the community and schools.

Our staff takes great pride in serving and engaging our community to make St. Louis Park a great place to live, work and visit. We are grateful for the ongoing support and partnerships with our elected officials, city administrators and the community.

It is truly an honor and a privilege to serve as the chief of police for the City of St. Louis Park.

A handwritten signature in black ink, appearing to read "Mike Harcey".

Mike Harcey, chief of police
St. Louis Park Police Department

Quality



Pathways to Policing

The multi-agency Pathways to Policing program is designed to address a drop in the number of police officer applicants and to attract candidates of color, women and others with nontraditional backgrounds. It particularly focuses on candidates with college degrees in other fields who are interested in a career in law enforcement, but lack the means or ability to attend a law enforcement academic program while continuing their current careers. In 2019, Pathways to Policing received a program excellence award for community diversity and inclusion from the International City/County Management Association (ICMA); this is just the latest in a series of awards the program has received.

Chaplaincy program

Currently, the chaplaincy program includes eight volunteer chaplains who are available as professional, non-denominational resources to provide confidential spiritual guidance and counseling for department staff, their families and the community. These volunteer chaplains donate hundreds of hours of time to the community each year.



Responsiveness



Drug Take Back Day

On Oct. 26, 2019, 178 pounds of prescription drugs were collected as part of National Prescription Drug Take Back Day. An earlier event in May collected 145 pounds of unwanted prescription drugs.



Medicine disposal

The police department has joined Hennepin County's coordinated medicine disposal program. A drop box is available in the police department lobby 24 hours a day, seven days a week for disposal of household medicines, including prescription, over-the-counter and pet medicines. Medicines should be brought in their original containers. No ID is required, and the service is free. Visit www.hennepin.us/medicine for a list of accepted medicines and items that aren't accepted.

Police substations (COP Shops)

To provide district police officers with resources in the neighborhoods they serve, the police department operates several substations (COP Shops) throughout the city. COP Shops are equipped with all the necessary resources for officers to write reports, meet with community members and maintain a presence in the neighborhoods. COP Shops are located at:

- The Shoppes at Knollwood, 8332 Hwy. 7
- Excelsior & Grand, 4717 Park Commons Drive
- The Shops at West End, 1623 West End Blvd.

Collaboration



The mission of the St. Louis Park Police Department is to provide a safe community through quality service, community partnerships and professionalism. Through its mission and philosophy, the police department seeks to support the city's overall mission of providing collaborative, quality and responsive services to residents.

School resource officers

Four police officers are assigned as school resource officers during the school year, serving as resources for students, teachers and school administrators. One officer is assigned to St. Louis Park Senior High School and another at St. Louis Park Middle School, with a third serving private schools, including Benilde-St. Margaret's. The school resource officer at the middle school also teaches the seventh-grade D.A.R.E. (Drug Abuse Resistance Education) program. A fourth officer serves as school resource officer to Aquila, Cedar Manor and Susan Lindgren elementary schools and also teaches the D.A.R.E. program to fifth-grade students.

Multicultural advisory committee

The multicultural advisory committee (MAC) was created in July 2015 with the mission of enhancing communication and understanding between law enforcement and the community and to create an inclusive environment for all. In collaboration with St. Louis Park Community Education, it hosts an annual Iftar dinner at Lenox Community Center.

Police advisory commission

The police advisory commission's (PAC) goals are to increase awareness of police department capabilities and services, provide an opportunity for community involvement and input in police services and encourage positive interactions between the police department and the community. The work of the commission changes as the needs of the community change, with commissioners designing and creating their own initiatives each year.

Winter and spring break events

The police department's community outreach team started winter and spring break events for at-risk youth with uncertain home life schedules, especially during extended school breaks. The program includes fun and educational activities, as well as a community give-back activity.

Leading in mental health



The St. Louis Park and Hopkins police departments have teamed up with Hennepin County Criminal Justice Behavioral Health to address mental health concerns in the community. This partnership allows a trained mental health professional/social worker to work closely with police officers when addressing cases involving mental health crises, repeat calls for service due to behavioral health issues and some chemical dependency matters.

Too often, people in crisis who are unable to get the help they need end up in the criminal justice system. Community members who are confronting behavioral health issues should have access to appropriate, compassionate and community-based providers. Our partnership with Hennepin County Criminal Justice Behavioral Health will help do that. Through short-term case management and a modified co-responder model people can get the help they need before other, less desirable steps are taken. The social worker partner has an office at the police department and can visit with community members there or in their homes. Officers and the social worker share information through bulletins, public data from police reports and useful information on current issues in mental health. To date, more than 100 cases have been worked on cooperatively by officers and our social worker partner.

The police department continues to expand crisis intervention training, suicide prevention and high-quality mental health training for officers. These actions support the One Mind Campaign of the International Association of Chiefs of Police, which seeks to ensure successful interactions between police officers and persons affected by mental illness.

A 10-member workgroup of patrol officers, school resource officers, investigators, supervisors, command staff members and 911 dispatchers is creating an ongoing, deliberate strategy for addressing mental health in the community. In early 2019, workgroup members spent two days in Madison, Wisconsin, sharing information with representatives of a police-mental health collaboration that has been pursuing a similar model of service for several years.

Also in 2019, the workgroup designed and selected training for officers on the relationship between behavioral health and sexual violence, responding to calls involving community members with autism spectrum disorders and working through the initial phases of the civil commitment processes.

Outreach



Pink Patch Project

In 2019, the police department joined the Pink Patch Project, selling collectible uniform patches during the month of October to help bring awareness and an end to breast cancer. Pink St. Louis Park Police Department patches were available to purchase for \$10 throughout the month of October. Proceeds of just over \$4,000 were donated to the Jane Brattain Breast Center to be used toward the purchase of a second mobile mammogram truck.

Citizens' Police Academy

The Citizens' Police Academy provides community members the opportunity to learn about the police department's work helping and providing service to the community.

Lights On!

The police department joined several other Minnesota police departments in partnering with Lights On!, created by nonprofit MicroGrants. A broken turn signal or taillight can mean a family might have to choose between paying for the repair over an important family expense. The Lights On! program allows officers to issue a voucher to a driver of a vehicle with broken lights. The driver can then redeem the voucher at a participating service provider for a free repair.

Mental health support

The police department has taken the lead in mental health support and advocacy through a partnership with Hennepin County and the City of Hopkins. Officers and social workers follow up with individuals immediately following an interaction with law enforcement. The proactive initiative is designed to reduce repeat calls for service, especially calls where police response may not be the best way to solve an issue. Read more under "Leading in Mental Health."

Vitals™ Aware Services

With the help of a generous donation from the St. Louis Park American Legion, the police department has added Vitals™ Aware Services to its toolbox. This community-based service provides first responders with crucial information about vulnerable individuals, increasing the effectiveness of situational response and vastly expanding the potential for successful and safe resolutions.



Neighborhood Watch

Neighborhood Watch is a voluntary program to reduce the likelihood of someone becoming a crime victim. It works by teaching simple yet proven crime prevention techniques and by building relationships between neighbors and the police department. Block captains help maintain the safety and well-being of their neighborhood by coordinating neighborhood watch activities for their block.

Youth activities

Taking place for the fourth time in 2019, **Skateapalooza** at Carpenter Park helps create positive interactions between police and the skateboarding community while introducing kids to skateboarding.

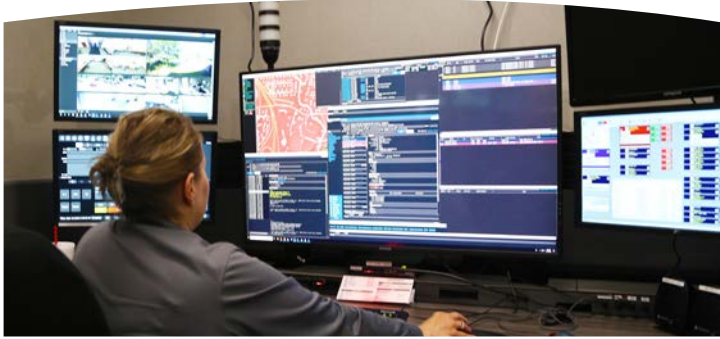
Cops 'n' Kids Holiday Shopping celebrated its sixth year in 2019, with another fun-filled night of food, laughs and shopping with students from St. Louis Park Middle School. Thank you to the St. Louis Park Community and Youth Development Fund and Target for their support.

Over three summer sessions, hundreds of kids from the community enjoyed **Fishing with a Cop** in Wolfe Park.

A perennial favorite, **Basketball in the Park** returned once again with partner Perspectives, Inc. at Ainsworth Park. In partnership with Chopped & Served, it wrapped up the year with a back-to-school event that supplied kids in grades K-12 with a filled backpack, haircut and dinner.

Jobs in the Park is a three-day event that educates youth about job opportunities with the City of St. Louis Park and provides information on how to search, apply and interview for jobs. The program is designed to help any youth in the community to find a job but focuses primarily on at-risk teens. This initiative, started by the police department's community outreach team, led to an effective collaboration among St. Louis Park Public Schools, the City of St. Louis Park's operations and recreation and human resources departments, Westwood Hills Nature Center and Methodist Hospital.

Patrol and dispatch



Dispatch center

The Public Safety Answering Point (PSAP), or dispatch center, is staffed by eight full-time dispatchers and four part-time dispatchers. The dispatchers use Computer Aided Dispatch (CAD) in conjunction with an integrated E911 system to process calls for service and manage information critical to responding police, fire and medical units. Calls for service are also sent electronically to responding police officers through a mobile computer data (MCD) system. Each year the dispatch center handles more than 26,000 calls to 911, and about 33,000 additional non-911 calls.

Response to resistance reports

Response to resistance reports (RRR) are required when force is used that is greater than routine handcuffing. In 2019, of the 46,134 calls for service, force was used or displayed 126 times – 0.27 percent of total calls for service.

Patrol

The patrol division includes six sergeants and 29 patrol officers who work a combination of 10-, 11- and 12-hour shifts. The shifts overlap to provide more comprehensive coverage during shift changes and extra resources during peak periods of activity. This schedule also allows officers time to engage the community in addressing crime and other issues that affect quality of life.

Bike patrol

Nineteen officers, along with some reserve officers, spent about 200 hours out and about on bikes from June through September in 2019. In addition to riding as much as possible during their regularly scheduled shifts, bike patrol unit officers participated in the police advisory commission 5K, Bike to Work Day, Rally in the Park, Parktacular parade, Fourth of July fireworks and the Brookside Neighborhood bike parade. Officers visited the Animal Humane Society's Walk for Animals in Golden Valley and talked to kids about bike safety at Safety Camp at Oak Hill Park.

Field training

The police officer field training program combines adult learning theory and problem-solving tools, which encourages new officers to use a proactive mindset to identify and solve problems in communities. In 2019, the field training team provided about 4,100 hours of training for six new officers. Each new officer received 80 hours of initial orientation and basic training followed by about 600 hours (58 days of 10- and 12-hour shifts) of field training.

Crisis negotiations

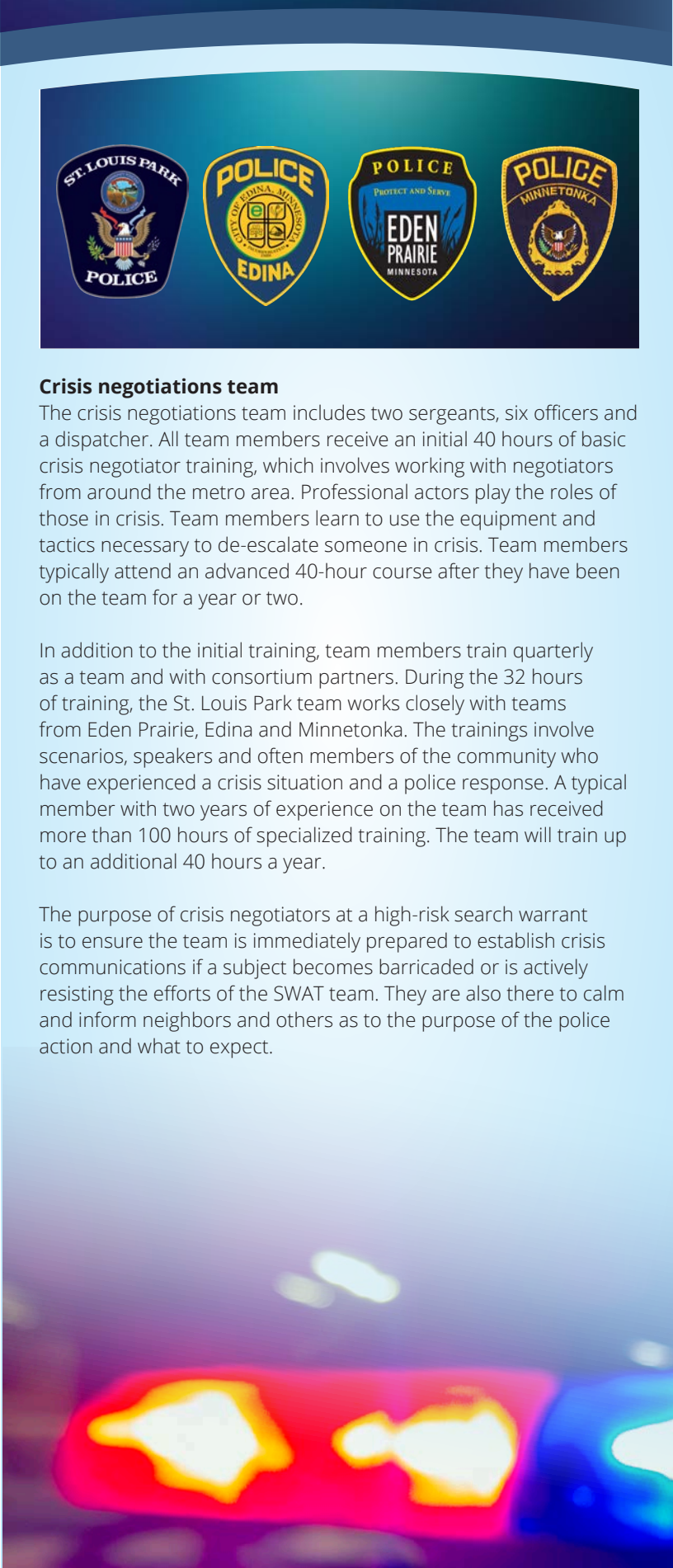


Crisis negotiations team

The crisis negotiations team includes two sergeants, six officers and a dispatcher. All team members receive an initial 40 hours of basic crisis negotiator training, which involves working with negotiators from around the metro area. Professional actors play the roles of those in crisis. Team members learn to use the equipment and tactics necessary to de-escalate someone in crisis. Team members typically attend an advanced 40-hour course after they have been on the team for a year or two.

In addition to the initial training, team members train quarterly as a team and with consortium partners. During the 32 hours of training, the St. Louis Park team works closely with teams from Eden Prairie, Edina and Minnetonka. The trainings involve scenarios, speakers and often members of the community who have experienced a crisis situation and a police response. A typical member with two years of experience on the team has received more than 100 hours of specialized training. The team will train up to an additional 40 hours a year.

The purpose of crisis negotiators at a high-risk search warrant is to ensure the team is immediately prepared to establish crisis communications if a subject becomes barricaded or is actively resisting the efforts of the SWAT team. They are also there to calm and inform neighbors and others as to the purpose of the police action and what to expect.



SWAT and task force



SWAT team

The St. Louis Park Police Department SWAT team includes two sergeants, 11 officers and one St. Louis Park firefighter who is trained as a tactical medic. Officers interested in joining SWAT must have a minimum of two years' police experience, demonstrate proficiency with specialized equipment and physical agility and be interviewed by SWAT team supervisors. St. Louis Park SWAT members take this assignment over and above their daily duties and are required to train at least 10 hours a month. Positions on the SWAT team help officers build experience and gain leadership skills.

All team members receive an initial 40 hours of specialized tactical training at Southwest Metro Basic SWAT School, a consortium of SWAT teams from Eden Prairie, Edina, Hopkins, Minnetonka and St. Louis Park police departments. Six months of training dates are St. Louis Park SWAT only and the other six months are consortium training with the Southwest Metro SWAT. The St. Louis Park SWAT team competes yearly in a SWAT Training Conference at Camp Ripley in northern Minnesota.

Drug task force

The police department participates in the Southwest Hennepin Drug Task Force, which includes officers from Eden Prairie, Edina, Hopkins, Minnetonka and the Hennepin County Sheriff's Office. The task force works together to conduct undercover operations and drug enforcement. One St. Louis Park police officer is assigned full-time to the task force; however, other officers may assist with task force activities during their off-duty time or as assigned.

Mass casualty training

St. Louis Park has been training for regional response to a mass casualty since 2014. Officers participate in and lead ongoing yearly training for a large regional response in event of a natural disaster or other catastrophic event.

Support services



Records

The records division collects, processes, distributes and maintains all police department records, in accordance with federal and state data practices laws and records retention requirements. It also provides support for the city attorney and the Minnesota State Patrol.

Community service officers

Community service officers (CSOs) provide support services such as maintaining police equipment, issuing citations for non-moving violations, monitoring the jail and giving tours to visitor groups. In 2019, the department had one full-time CSO coordinator and four part-time CSOs/cadets. The CSO coordinator is responsible for training, evaluating and coordinating activities of the CSOs/cadets. CSOs/cadets are hired on a temporary, part-time basis and must be attending an accredited post-secondary law enforcement program while employed, with the intent to become a licensed police officer.



Awards



Officer London named 2019 officer of the year

St. Louis Park Police Officer Bruce London was selected as the 2019 Robert Linnell Officer of the Year. London received several nominations for the award, including the following:

“Officer London understands what the City of St. Louis Park asks of him and uses that as his drive to do his job to the highest level. He treats every single person with the same respect as he treats his partners. He understands the situations people may be going through and shows compassion in his interactions. He is an advocate to the victims he interacts with as well. He works to build relationships with the people he interacts with in order to make possible future contacts more positive. Officer London cares about the community and wants to make it a safe and a comfortable place for its residents. Officer London is an outstanding representation of what a St. Louis Park Police Officer should strive to be. He has shown himself to be a leader on his crew, a mentor to new officers, and a reliable team player who is always willing to help his partners.”

Since 1989, the St. Louis Park Police Department has presented this award to the officer who has demonstrated consistent principles of integrity, fairness and a commitment to service within our community. The officer of the year is an example of what a police officer should be or strive to be by demonstrating their commitment to the mission and values of the police department and the City of St. Louis Park. Officers are nominated by their peers for the award; officers select the officer of the year by voting on nominations during the police department’s annual meeting.



Volunteers



Police reserves

The St. Louis Park Police Department Reserves includes 14 volunteers who range in age from 20 to over 60. In 2019, the reserves volunteered many hours helping with night patrols and city events, including Fourth of July fireworks, National Night Out, school carnivals and D.A.R.E. graduations.



Police explorers

The St. Louis Park Police Explorers Post #3505 is one of the longest-running law enforcement explorer posts in the nation.

The volunteer program offers youth ages 14 to 21 a chance to learn firsthand the duties and responsibilities of police officers. Explorers meet every Tuesday evening to participate in role playing activities, class study and social exercises related to a career in law enforcement. Explorers also volunteer at local community events with police officers.

Explorers apply the information they have learned by participating in competitions and mock scenarios at the annual Minnesota Law Enforcement Conference. National conferences are held every other year. Fundraising covers much of the training, equipment, competition and travel expenses; some additional costs are associated with competitions in other cities or states. To learn more about the program, call 952.924.2600.