

CITY OF MINNEAPOLIS

Minneapolis Police Department 2021 Sworn Hiring Plan including Community Service Officers

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Minneapolis Police Department

Challenges

Presentation is to show current and projected sworn FTEs currently active in the MPD, including Community Service Officers

Information is based on active FTEs

MPD's active sworn FTEs continue to decline at an accelerated rate in Q4 2020 and Q1 2021 due to additional leaves, attrition and retirement incentive program

Sworn Attrition in 2020 was approximately 105 compared to a typical year of 40-44

Those on leave are still employed by MPD, but not active, and are paid based on sick/vacation/comp balances

Operational Challenges

Need for Full Year Staffing Plan

Timeline demands

Stabilizes sworn workforce

Helps in recruiting

Contractual requirements with external entities for Cadet program

2022 Budget preparation

Reduces organizational uncertainty

Moving into 2022

Example of Recruit Hiring Timeline

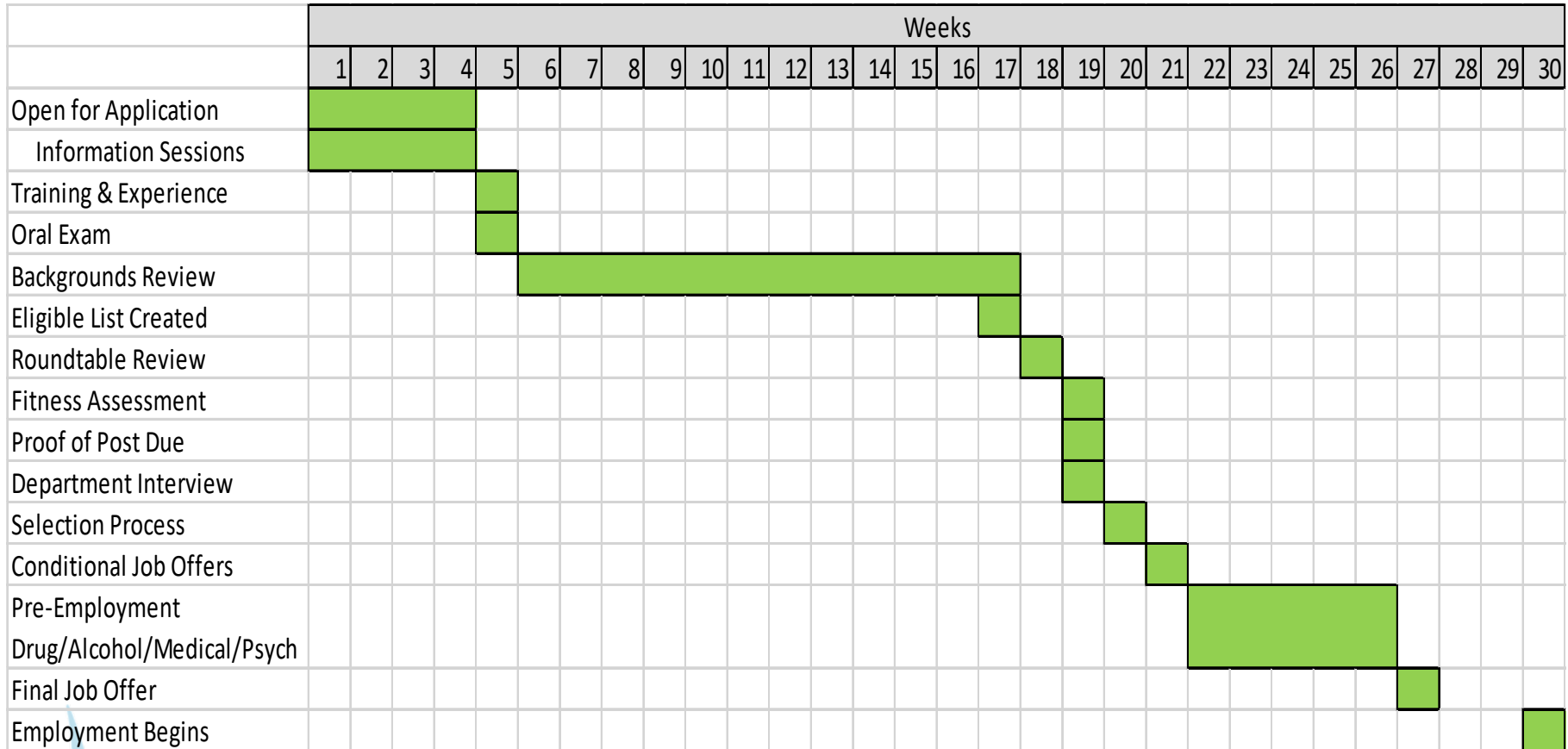


Chart does not include planning time or contract negotiations for external vendors/colleges

Human Resources coordinates the timeline. MPD and Human Resources continually review for ways to reduce hiring timeline

2021 Projection of Active Sworn with February Class Only

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Beginning Balance (1)	817	638	635	632	629	626	649	645	641	637	633	629
Retirement Incentive - Jan 2021 (2)	(18)											
Attrition	(6)	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Leaves as of 1/1/2021 per HR Report (1)	(155)											
Additions	-	-	-	-	-	27	-	-	-	-	-	-
Total Active Sworn	638	635	632	629	626	649	645	641	637	633	629	625
New Hires	-	27	27	27	27	-	-	-	-	-	-	-
Total	638	662	659	656	653	649	645	641	637	633	629	625

Comments:

1. January information source: Minneapolis Human Resources
2. 23 sworn participated in retirement incentive

Forecast assumes best case scenario

- *Unexpected level of leave activity decreases in 2021*
- *Ongoing attrition is based on pre-2020 activity*

Officers are employees when on leave until separation. Typically, they are paid until their sick/vacation leaves are depleted. The leave is paid from the MPD budget

2021 Projection of Active Sworn with 3 Hiring Classes

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Beginning Balance (1)	817	638	635	632	629	626	649	645	641	637	633	629
Retirement Incentive - Jan 2021 (2)	(18)											
Attrition	(6)	(3)	(3)	(3)	(3)	(4)	(4)	(4)	(4)	(4)	(4)	(4)
Leaves as of 1/1/2021 per HR Report (1)	(155)											
Additions	-	-	-	-	-	27	-	-	-	-	-	49
Total Active Sworn	638	635	632	629	626	649	645	641	637	633	629	674
New Hires	-	27	27	27	27	-	-	49	49	49	49	28
Total	638	662	659	656	653	649	645	690	686	682	678	702

Comments:

1. January information source: Minneapolis Human Resources
2. 23 sworn participated in retirement incentive

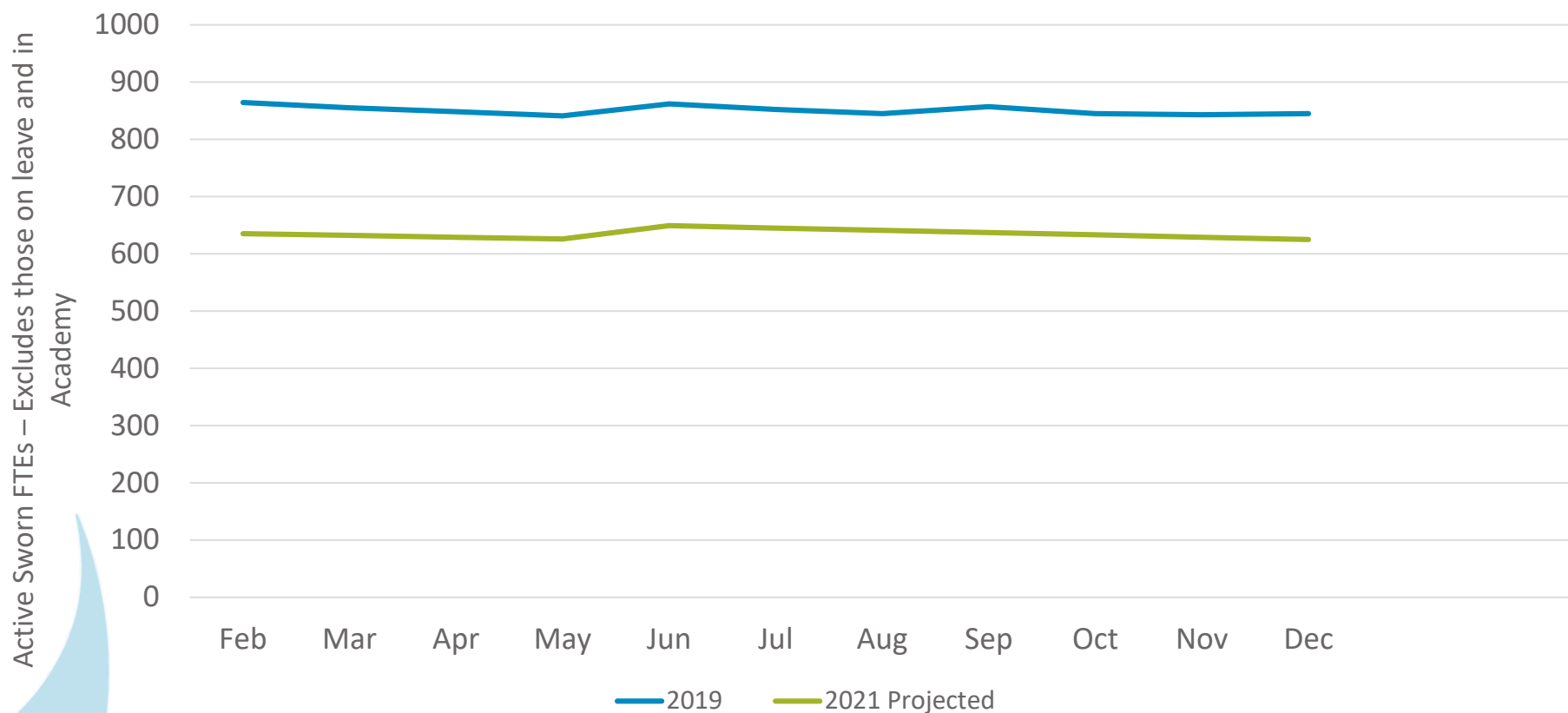
Forecast assumes best case scenario:

- *Unexpected level of leave activity decreases in 2021*
- *Ongoing attrition is based on pre-2020 activity*

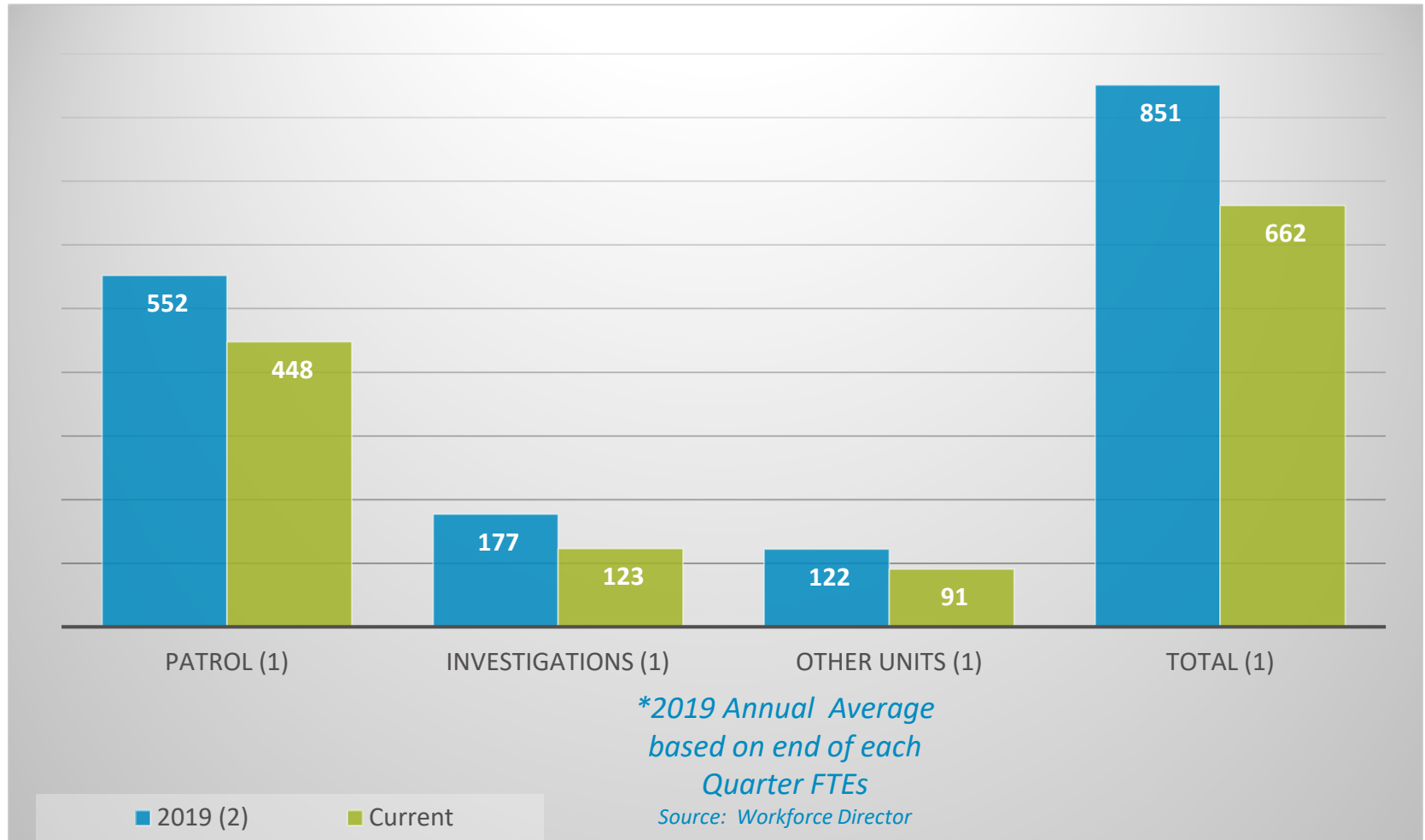
Officers are employees when on leave until separation. Typically, they are paid until their sick/vacation leaves are depleted. The leave is paid from the MPD budget

2019 Actual Active Sworn Compared to 2021 Projected Active Sworn with February Class Only

FTE Trend-
Active Sworn FTEs



2019 Average* Compared to Sworn FTEs as of 1/25/2021 (Excludes Recruits and those on Leave)



Funding Required for Additional Hiring & Related Training

• Community Service Officers Payroll Costs	\$2,100,000
• Recruit Payroll Costs (Class 2)	\$1,600,000
• Cadet Payroll Costs (Class 3)	\$ 200,000
• Recruit Training Costs (Class 2)	\$1,200,000
• Cadet Training Costs (2021) (Class 3)	\$ 800,000
• Community Service Officers Tuition Costs	\$ 200,000
• Allocated Internal Service Charges	\$ 300,000
• Total	\$6,400,000

Costs listed are estimated incremental costs related to hiring/training the additional Recruit and Cadet classes and the Community Service Officer Program. They do not include the payroll costs of current personnel engaged in training.

Original Plan/Revised Plan

Class & Size	Original Budget Start Date in 2021 / Size	Revised Plan Start Date in 2021 /Size
Recruit Class	February / 38	February / 27
Recruit Class	July / 38	August/ 49
Cadet Class	December / 28	December / 28
Community Service Officers	February / 28	February / 28

Minneapolis Police Training Recruit/Cadet Academy & CSO Program



Mission

- The Minneapolis Police Department relies upon Trust, Accountability, and Professional Service to the citizens of Minneapolis for its effectiveness.
- The overall goal of the Police Academy is to develop & train recruits to recognize their role in:
 - Protection of constitutional guarantees & sanctity of life
 - The maintenance of public order
 - Crime prevention and suppression
 - Responding to the needs of the community

Values

- Trust, Accountability, Professional Service



Police Recruits

Prior to Hiring Recruits

- Completed 2 or 4 Year Law Enforcement Schooling
- POST Eligible
- May have a 4 year degree

Police Recruit Academy

Mission: Prepare & train capable & professional MPD officers

- Procedural Justice
- Procedures & Policy Manual
- Defensive Tactics
- Physical Training
- Emergency Vehicle Operations
- Report Writing
- Traffic Enforcement
- Patrol Operations
- Scenarios
- Range



Police Cadets

Prior to Hiring Cadets

- Completed AA or BS from an accredited college or university
- Cannot have been a police officer previously in any state
- Must NOT be POST eligible

Police Cadet Program/Schooling

- Cadets attend 28 week accredited LE program with other MPD cadets
- MPD Academy staff has oversight of Cadets while attending schooling
- Cadet schooling is paid for by MPD and Cadets take POST license exam after finishing their LE degree
- Cadets then transition into the Police Academy



Community Service Officers

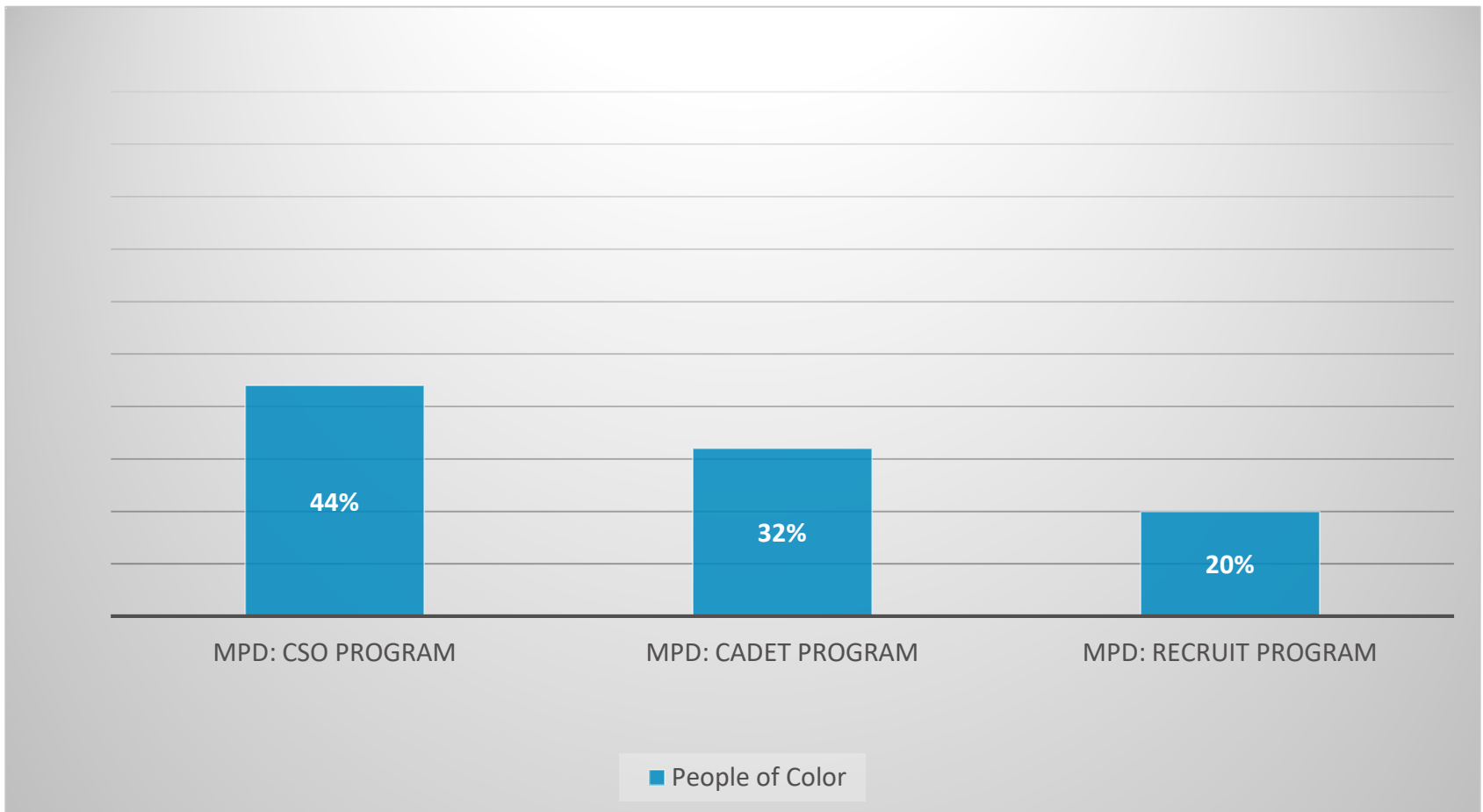
Prior to Hiring CSO's

- Must be eligible or enrolled into accredited law enforcement program
- Must NOT be POST eligible
- 18 Years of age or older

CSO Program & Schooling

- Assist with valuable department day to day operations
- Respond to citizens request for service
- Learn correct radio etiquette
- Learn Minneapolis geography
- Report Writing
- Physical Training
- Assist with logistics for large scale events
- Work part time or full time with MPD while attending a 2 year accredited LE program
- LE degree schooling is paid for by MPD
- Work 40 per hours per/week after completing LE "Skills" program
- Take and pass POST license exam to become eligible to attend police Recruit Academy

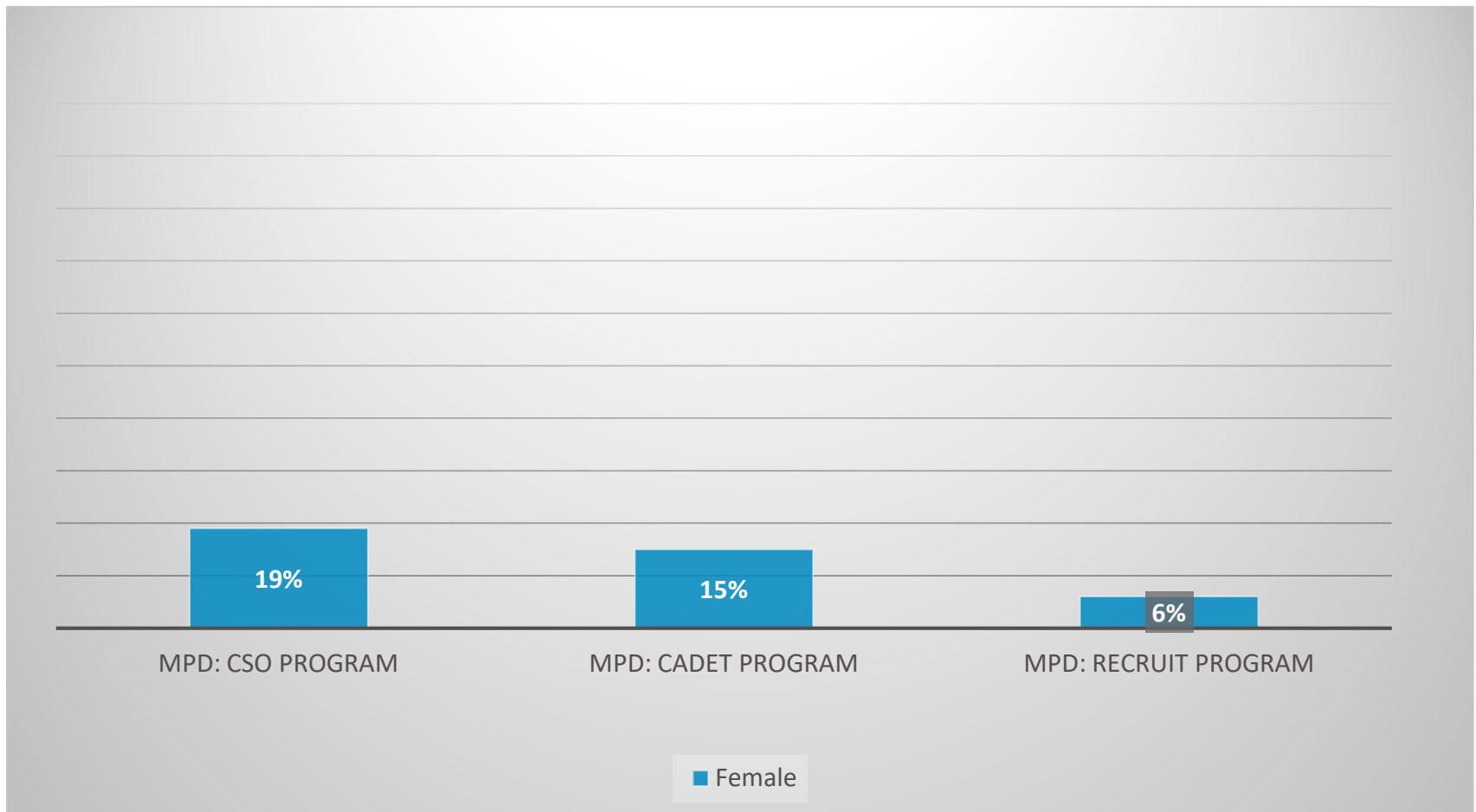
Diversity by Type of Hiring Class*



Source: Minneapolis Human Resources HRIS – dates of data varies based on individual pathways implementation dates (2013-2019)

**Data compiled as of April 2019*

Diversity by Type of Hiring Class*

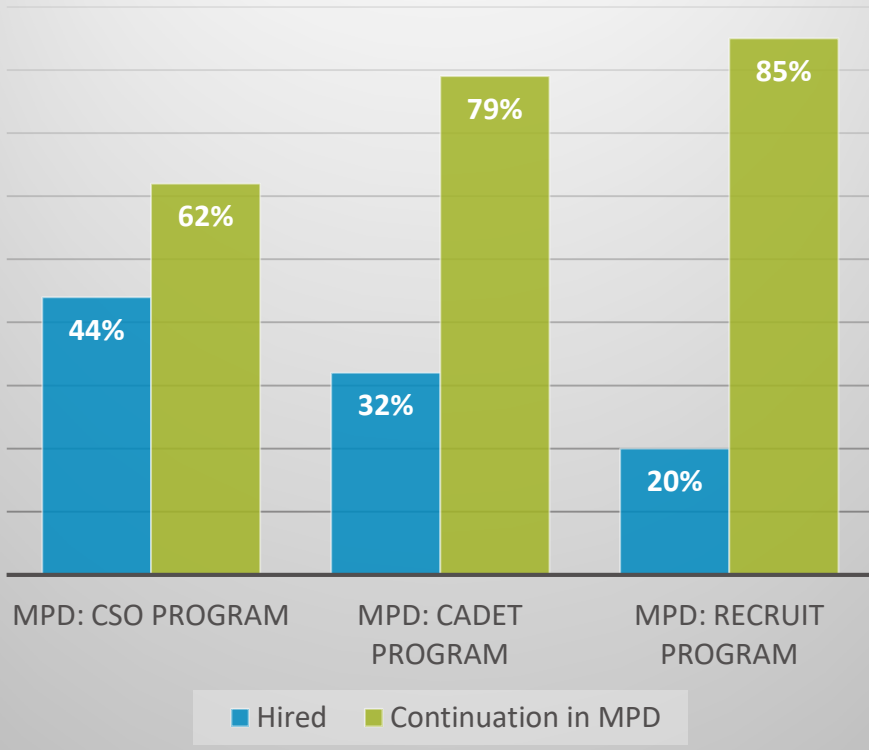


Source: Minneapolis Human Resources HRIS – dates of data varies based on individual pathways implementation dates (2013-2019)

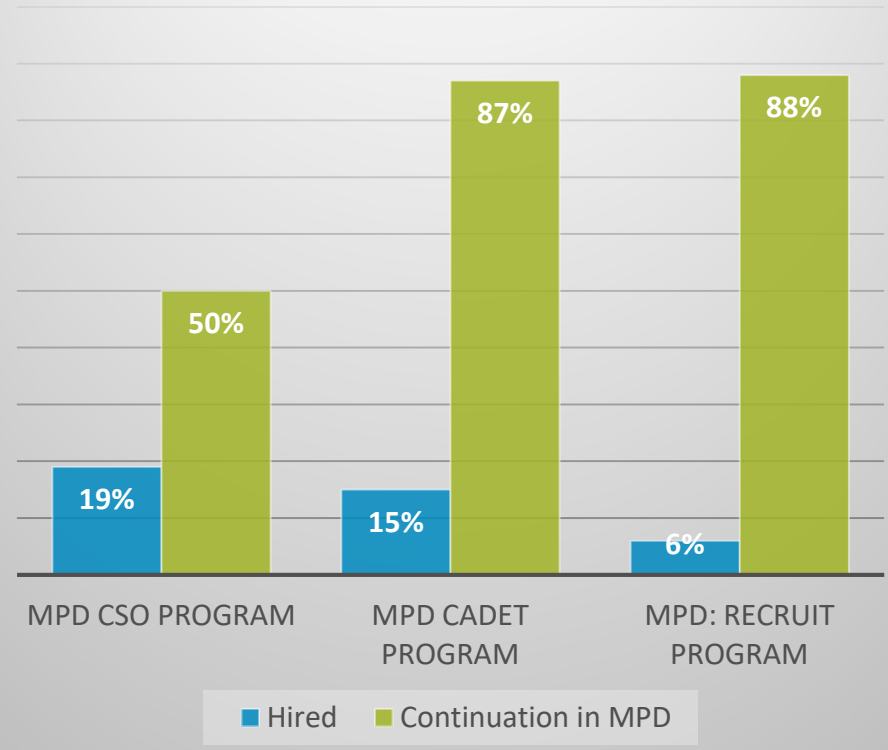
**Data compiled as of April 2019*

Retention for Those Hired Between 2013-2019*

Retention by Type of Hiring Class – People of Color



Retention by Type of Hiring Class - Female



Source: Minneapolis Human Resources HRIS – dates of data varies based on individual pathways implementation dates (2013-2019)

*Data compiled as of April 2019