



Address to Committee of the Whole

Metro Transit Police Department

November 17, 2021

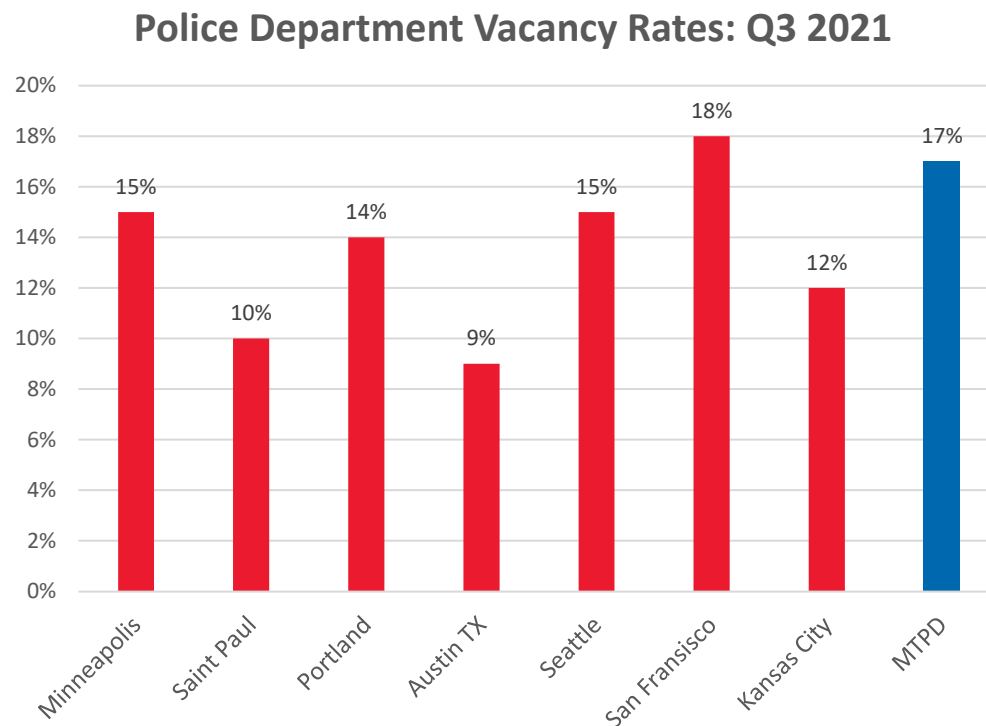
- Introduction
- Local & national environment
- MTPD budget & staffing
- Attrition & PTSD
- Crime data & operator assaults
- Response times
- Addressing concerns & moving forward

Met Council, Metro Transit, and MTPD leadership hear what employees and those that testified during the Police Work Group are saying.

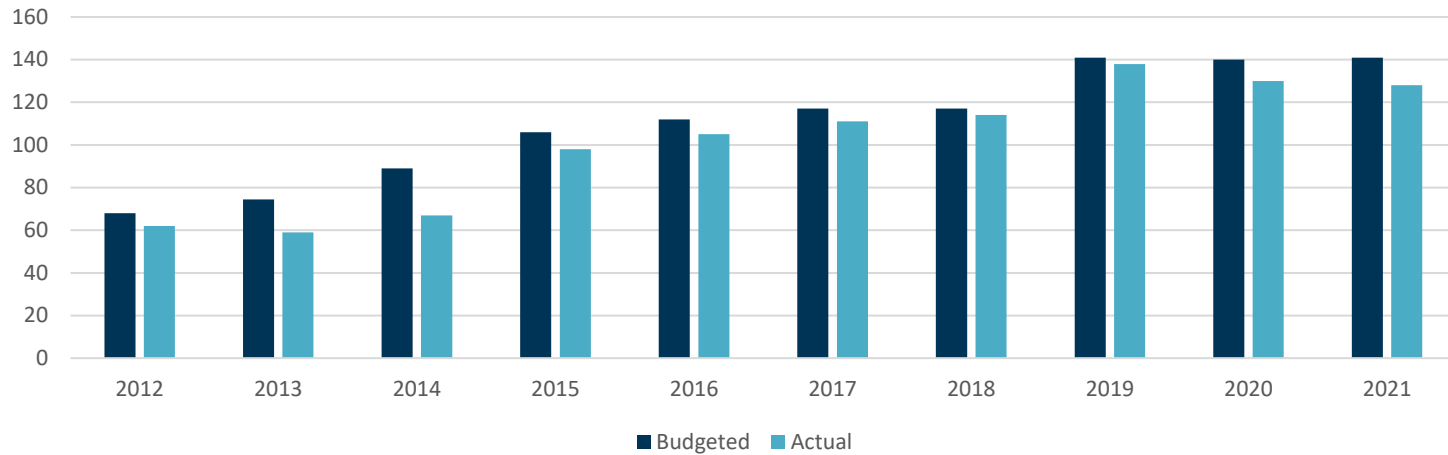
- **Opportunities for improvement:**
 - Department-wide communications from top-down
 - Concerns about department attrition rate and staffing
 - Outcomes of police work (court and jail decisions are frustrating)
 - Support for police from leadership
- **Survey revealed strengths that MTPD will build upon:**
 - Tools/technology
 - Mission/motto/values

The national landscape for policing

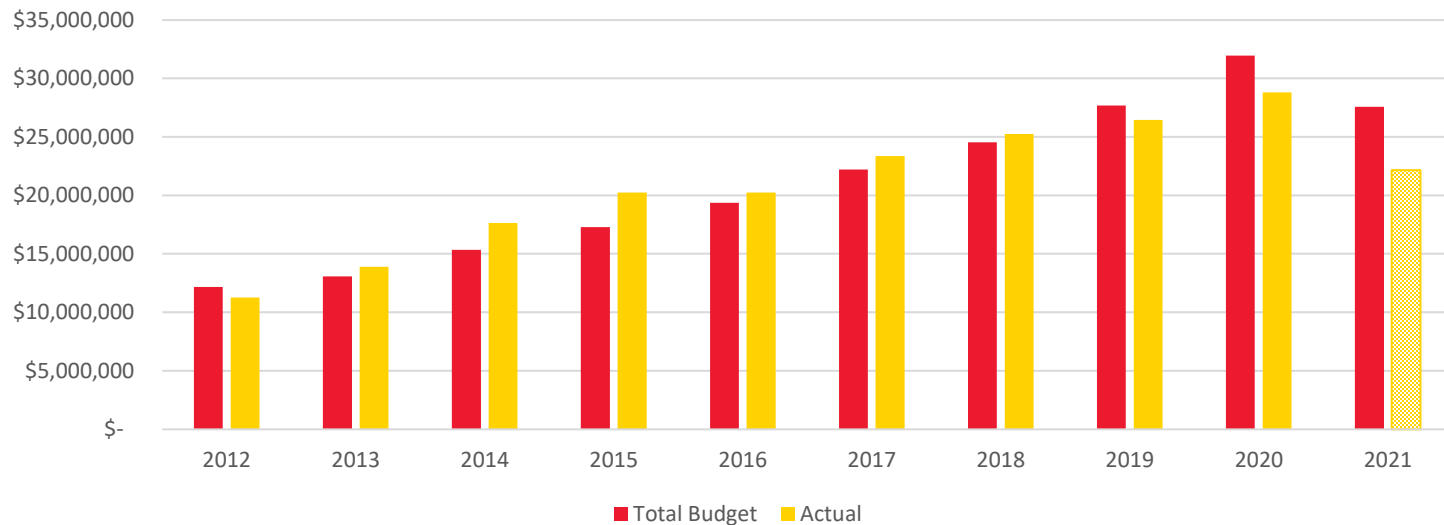
- Many believe George Floyd's murder was a **breaking point** for both community & police
- Stress of the **pandemic**
- Record numbers of officers **leaving urban departments** locally & nationally
- **Why?**
 - Defund the police movement
 - Feeling unsafe & unsupported
 - Lack of resources
 - "Clinton Cops" able to retire



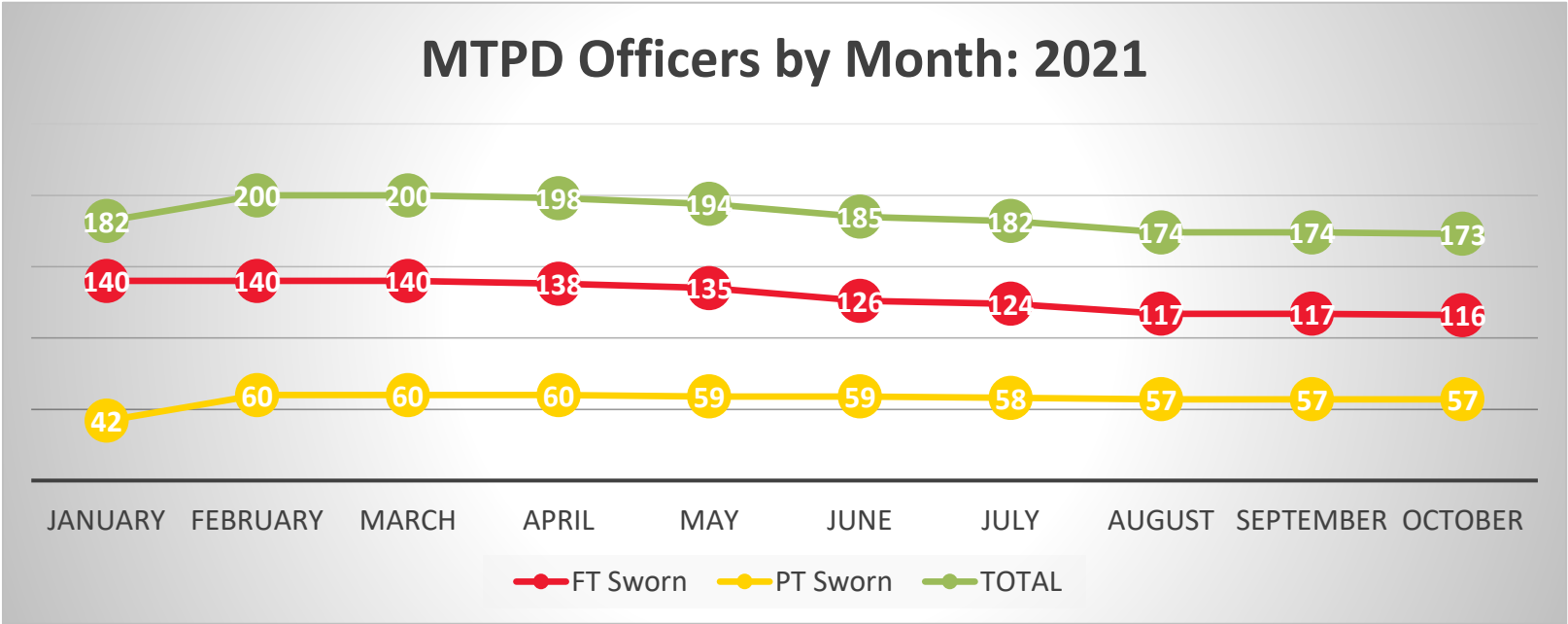
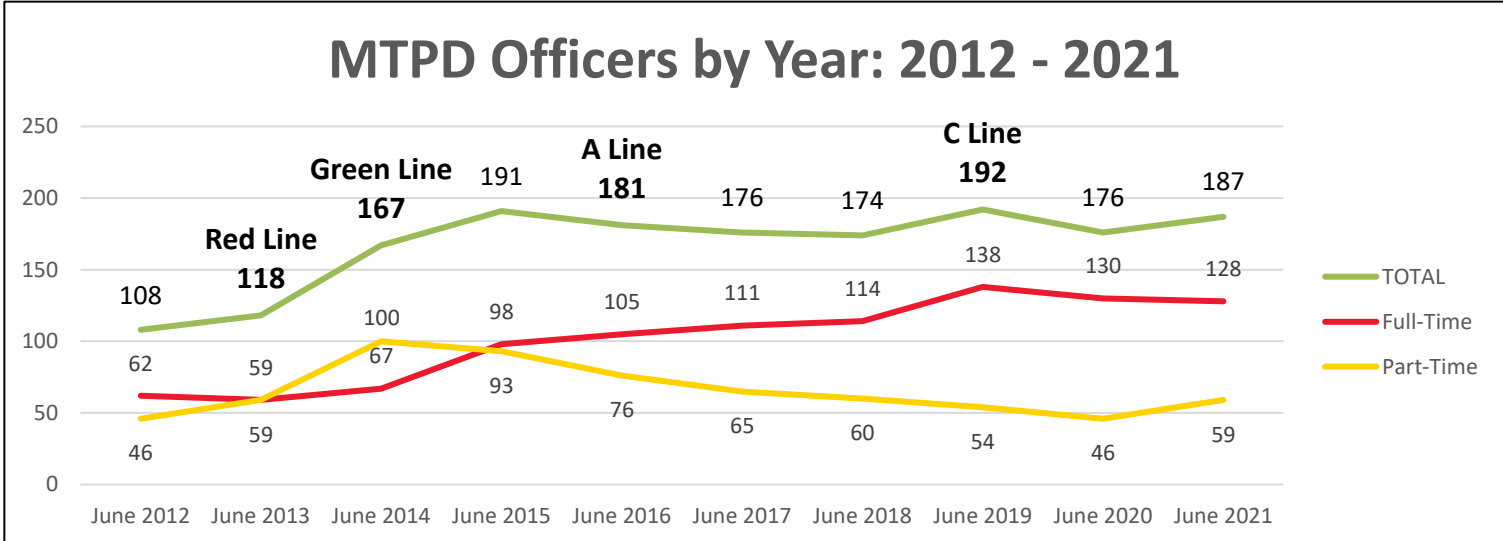
Budgeted & Actual Full Time Sworn



MTPD Budget Dollars: 2012-2021



MTPD Officers by Month & Year



Current MTPD Demographics



As of November 9, 2021

Position	White	Hispanic/ Latino	Black/African American	Asian	Native Hawaiian/ Pacific Island	American Indian/ Alaska Native	TOTAL
FT Sworn (all ranks)	63	7	28	19	0	1	118
PT Sworn	44	3	5	5	0	0	57
CSOs	4	1	2	5	0	0	12
Civilians	16	2	2	2	0	1	22
TOTAL	127	13	37	31	0	2	209

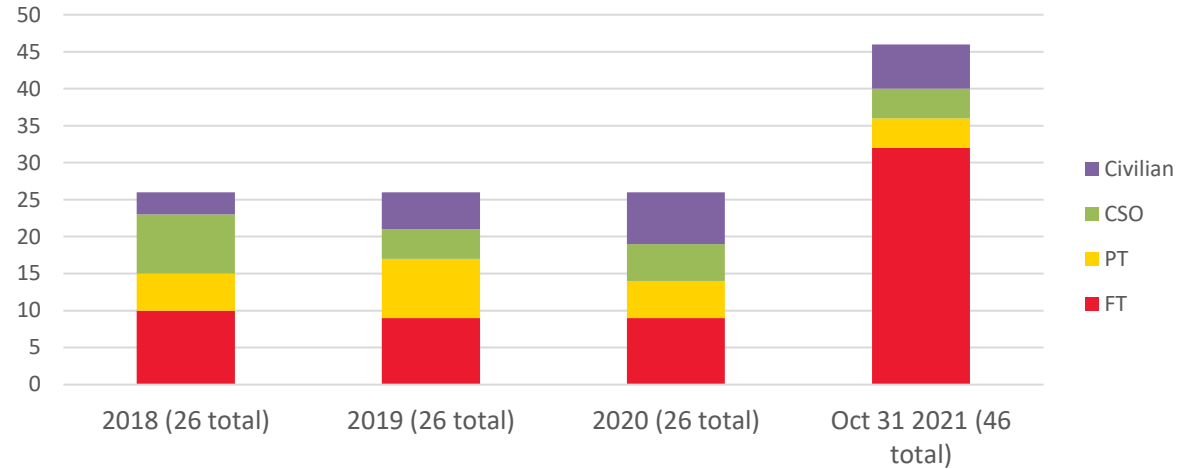
Position	White	POC Nov 2021	POC Aug 2021	POC June 2021
FT Sworn (all ranks)	53.3%	46.7%	47.5%	46.8%
PT Sworn	77.1%	22.69	22.4%	22.0%
CSOs	33.3%	66.7%	73.3%	73.3%
Civilians	72.7%	27.3%	32.0%	36.0%
TOTAL	60.7%	39.3%	40.9%	36.4%

MTPD Staff Attrition: 2018 – Oct 31, 2021

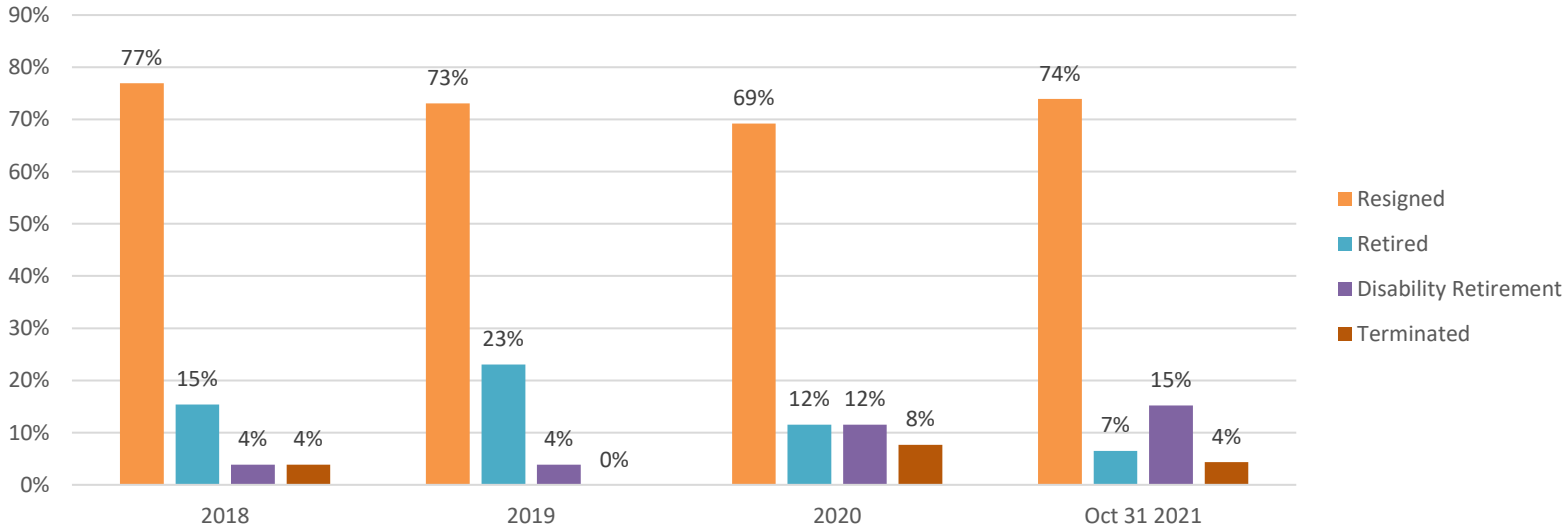


MTPD Attrition: 2018 - Oct 31, 2021 by job classification

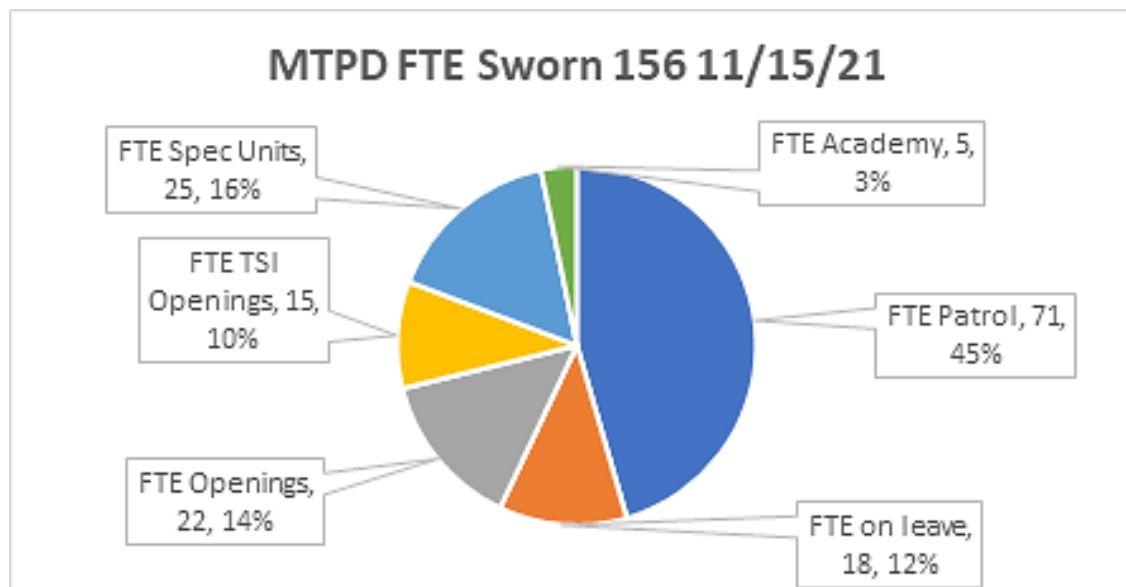
Rate: FT Officers:
 2018: 0.8/month
 2019: 0.75/month
 2020: 0.75/month
 2021: 3.2/month



Types of Separations by Year (All Employees)



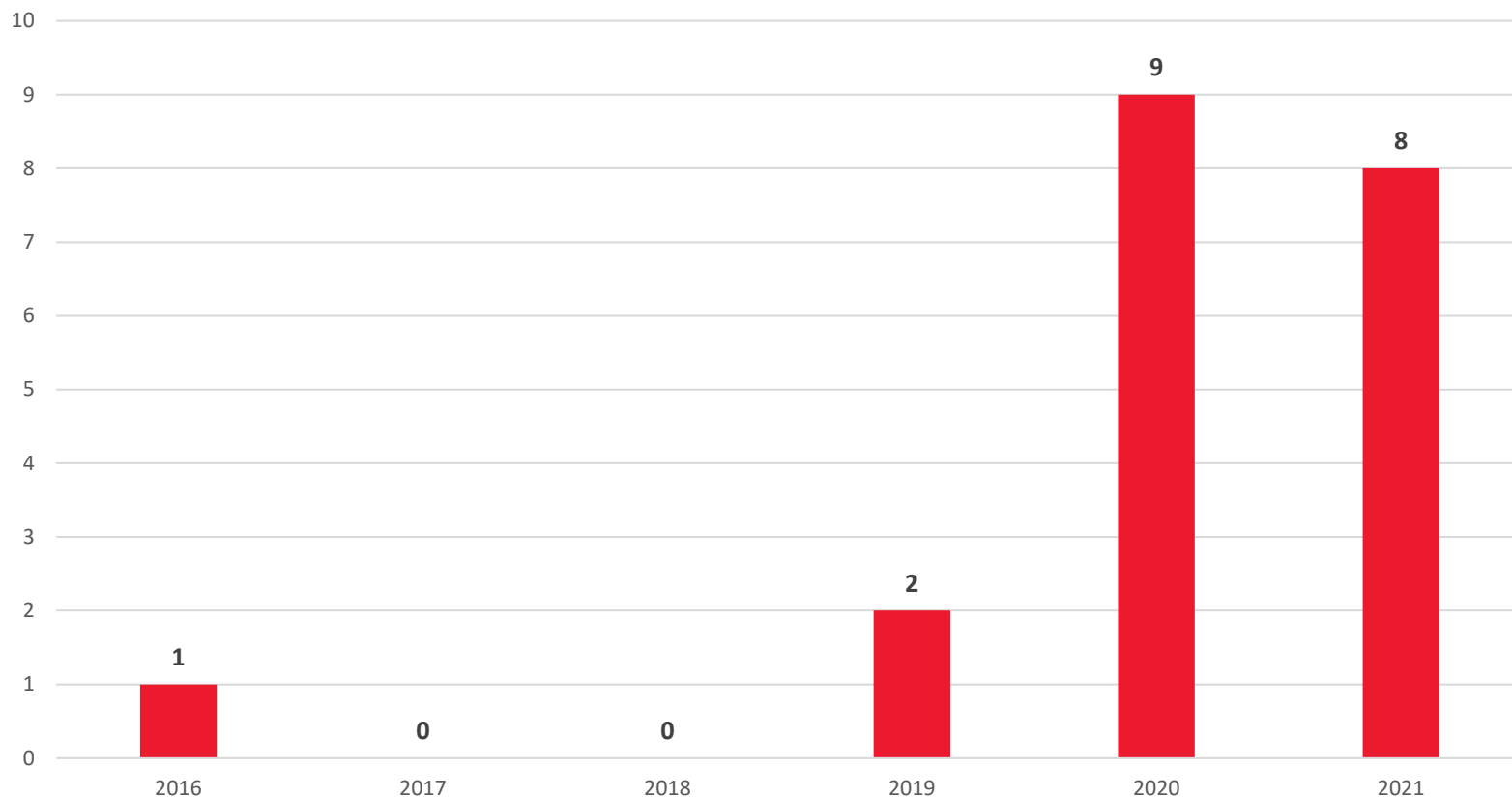
Sworn FT Officer Distribution



Reflects full-time, sworn officers of all ranks:
Chief, Captain, Lieutenant, Sergeant, Officer

“Leave” is defined as those who are on one of the following:
Injured on duty, FMLA, parental leave, military, administrative, or COVID

PTSD Claims by Year

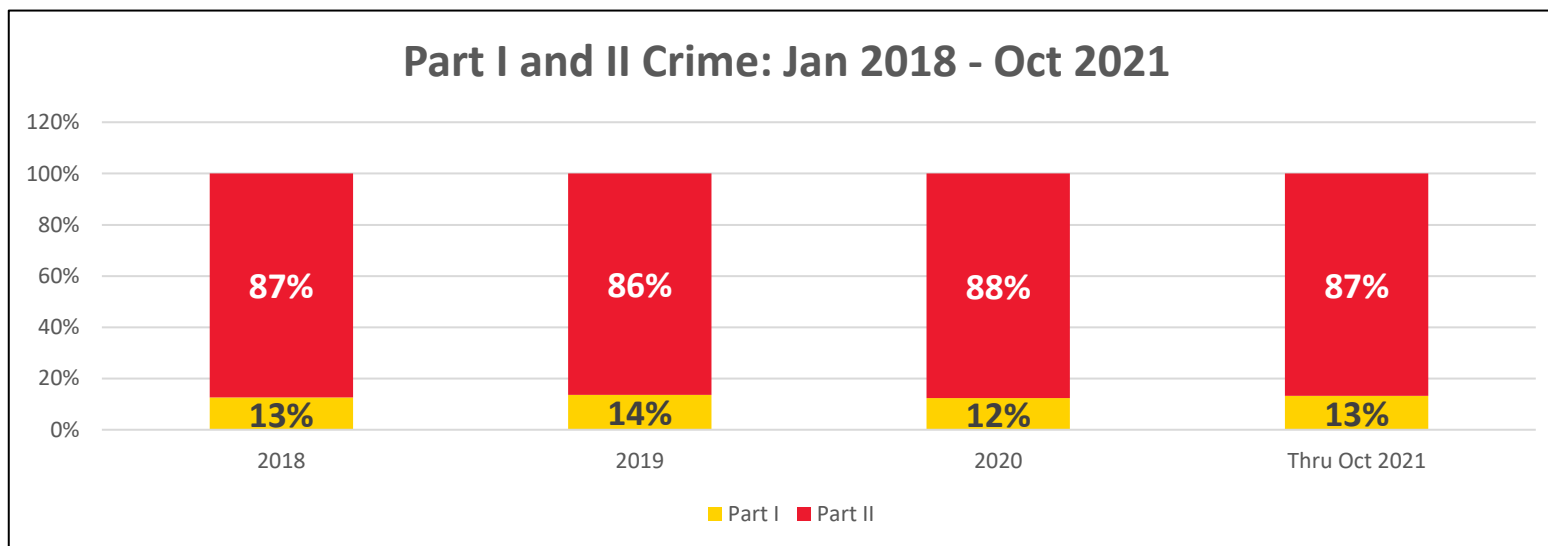


2019: State law change that presumes that PTSD cases in first responders are job-related and made pursuing such claims easier for law enforcement.

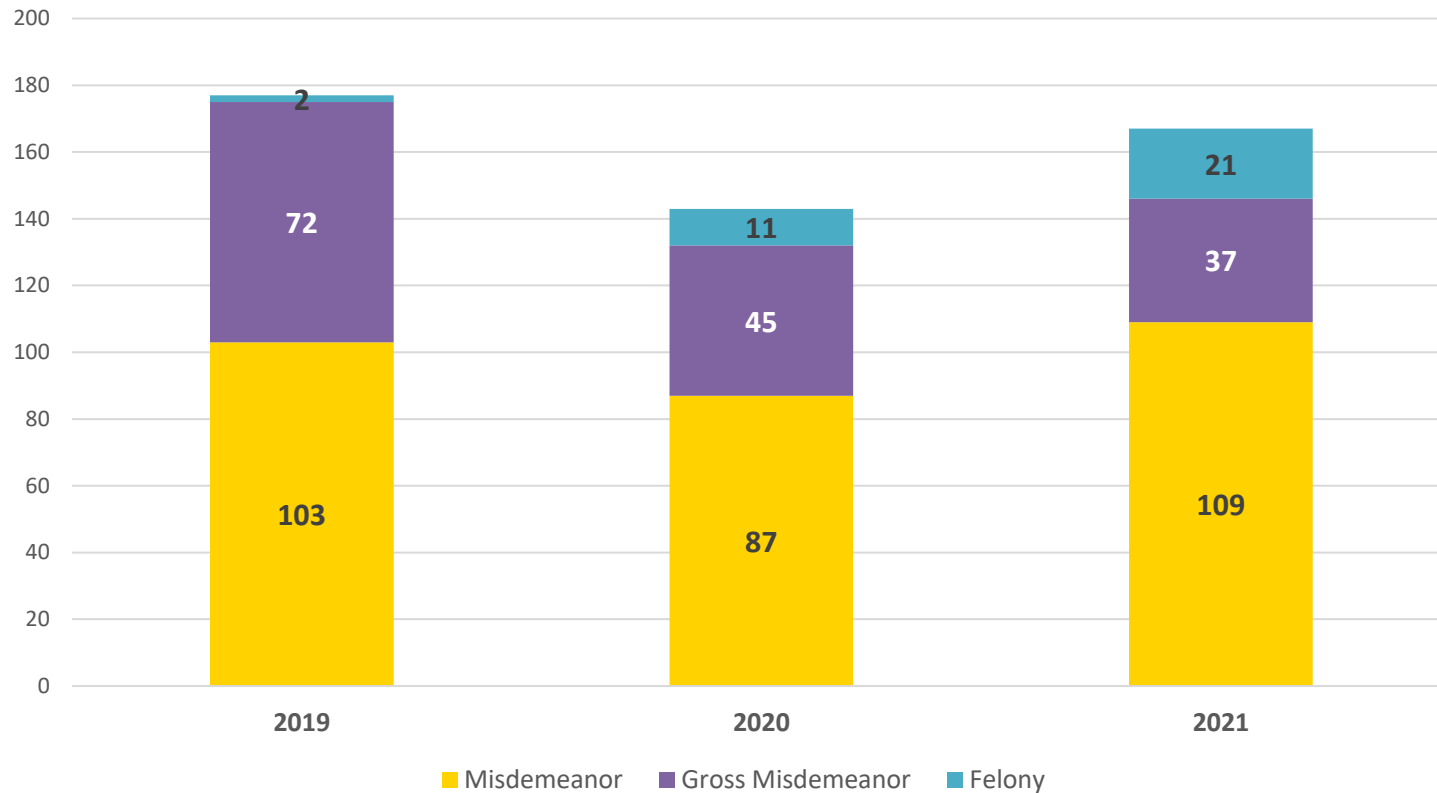
Note: 2021 claims are current as of November 9, 2021

CRIME CATEGORY	2018	2019	2020	Thru Oct 2021
RAPE	3	2	2	6
ROBBERY	173	217	167	115
AGG ASSAULT	103	160	117	114
BURGLARY	3	1	4	6
THEFT	511	639	376	250
MOTOR VEHICLE THEFT	4	10	10	3
HUMAN TRAFFICKING	1	0	0	0
ARSON	0	7	7	17
TOTAL	798	1036	683	511

Part I and II Crime: Jan 2018 - Oct 2021



Operator Assaults Investigated: 2019 - Oct 31, 2021



Felony: Physical assault or threatened weapon

Gross Misdemeanor: Transmission of saliva

Misdemeanor: Verbal threat, inappropriate language directed at operator

Note:

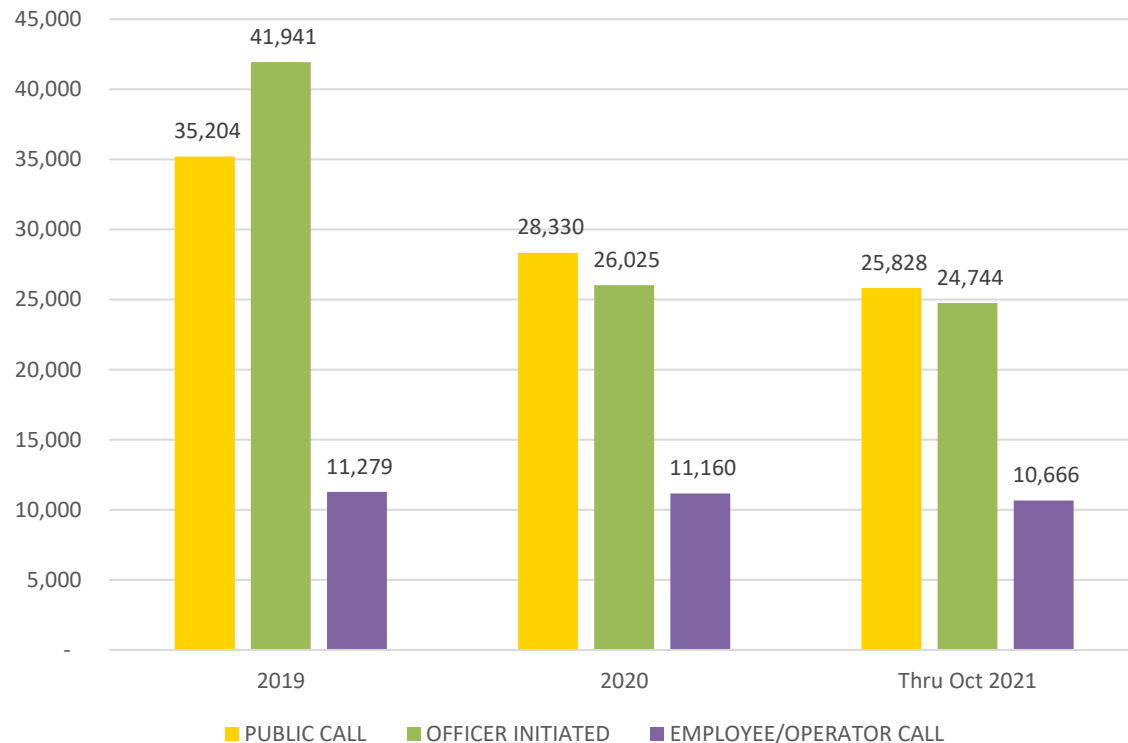
“Officer-initiated call”

types are those proactive duties such as checking with operators and facility safety checks.

“Public” calls for service are generally related to crime, medical responses, and welfare checks.

- Reported and handled by an officer when they are on patrol
- Reported by a rider

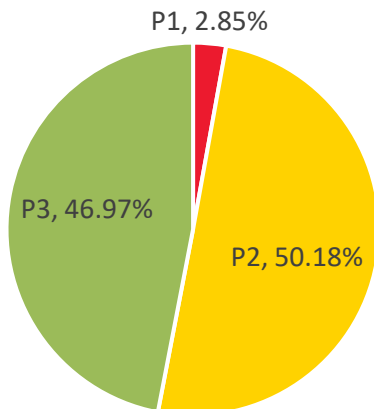
Calls for Service by Caller Type: 2019 - Oct 2021



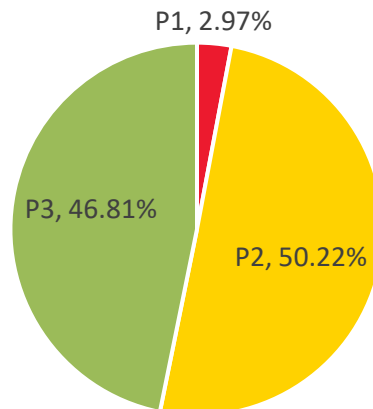
Calls for Service by Priority Type



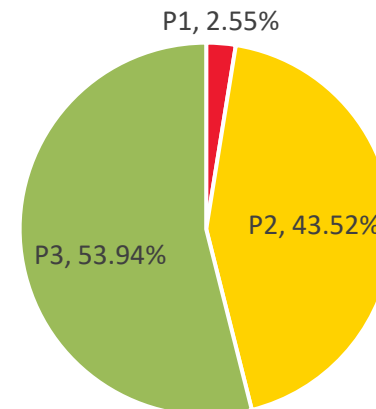
2019



2020



2021



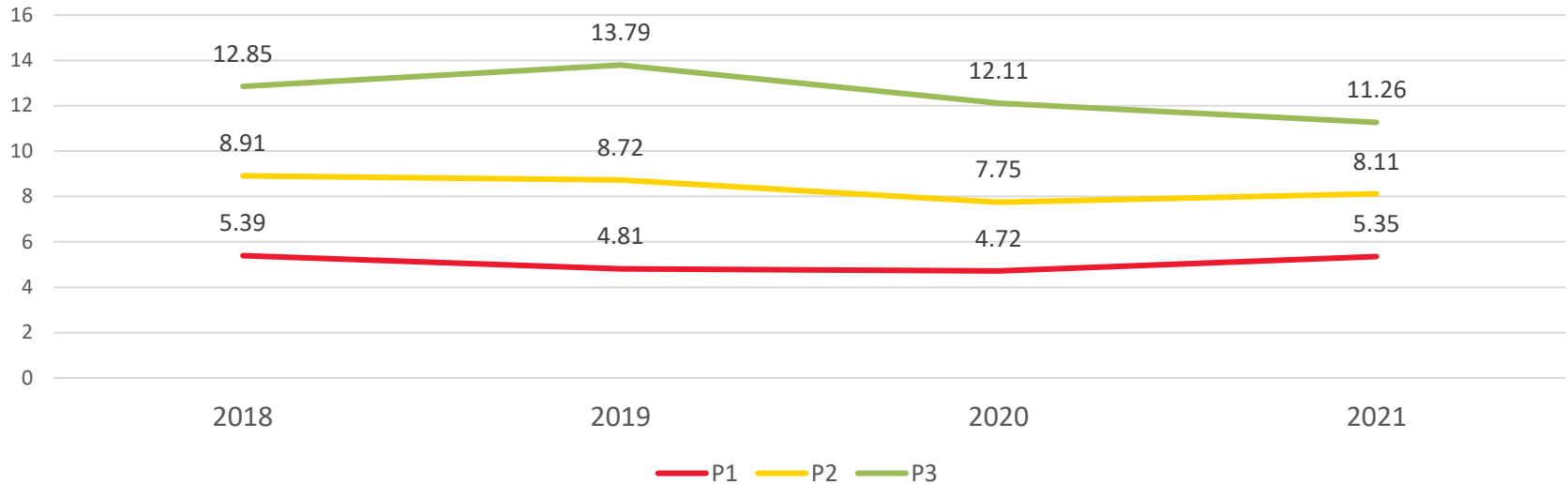
EXAMPLES

Priority 1: Injury crashes, assaults (including operators), fights, robberies, trespassing on the tracks, silent/panic alarms

Priority 2: Non-injury crashes, welfare checks (e.g., persons in crisis or sleeping), disorderly conduct & prohibited acts, narcotics

Priority 3: Crimes not in progress (e.g., damage to property/graffiti, theft, lost property), parking complaints, found property, informational reports

Response Times by Type of Priority of Call (in minutes)



EXAMPLES

Priority 1: Injury crashes, assaults (including operators), fights, robberies, trespassing on the tracks, silent/panic alarms

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Actions Taken to Address These Issues

Current Actions

- **Advocating for admin citations** at MN Legislature
- Install **monitor screens** in 200 buses
- Exploring contracted **security to supplement MTPD**
- Expanding **CSO** program
- **Development and expansion of RTIC** to support patrol operations
- **Body-worn cameras** for officers & CSOs
- **Increased authorized strength (141 → 156)**
- Increased **health and wellness**
- Re-prioritizing **resource deployment**
- **Increased Text for Safety** staff & hours
- Dedicated investigator for **operator assaults**

Recruitment Strategies

- Career fairs & college **outreach**
- **Partnership** with Marketing
 - New **recruitment video**
 - Bus/LRT/facility **marketing ads**
- Exploring **possible hiring incentives**
- **Ensuring standards** for officers continue to be met

Conclusion/Questions



Our mission statement

Safeguarding the transit community with integrity and professionalism while building trust through community partnerships.