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
Local and National Vacancy Rates

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
MTPD Budget

Budgeted & Actual Full Time Sworn

MTPD Budget Dollars: 2012-2021
## Current MTPD Demographics

### As of November 9, 2021

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

### Position Demographics

<table>
<thead>
<tr>
<th>Position</th>
<th>White</th>
<th>POC Nov 2021</th>
<th>POC Aug 2021</th>
<th>POC June 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>FT Sworn (all ranks)</td>
<td>53.3%</td>
<td>46.7%</td>
<td>47.5%</td>
<td>46.8%</td>
</tr>
<tr>
<td>PT Sworn</td>
<td>77.1%</td>
<td>22.69</td>
<td>22.4%</td>
<td>22.0%</td>
</tr>
<tr>
<td>CSOs</td>
<td>33.3%</td>
<td>66.7%</td>
<td>73.3%</td>
<td>73.3%</td>
</tr>
<tr>
<td>Civilians</td>
<td>72.7%</td>
<td>27.3%</td>
<td>32.0%</td>
<td>36.0%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>60.7%</strong></td>
<td><strong>39.3%</strong></td>
<td><strong>40.9%</strong></td>
<td><strong>36.4%</strong></td>
</tr>
</tbody>
</table>
Rate: FT Officers:
2018: 0.8/month
2019: 0.75/month
2020: 0.75/month
2021: 3.2/month
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
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*
<table>
<thead>
<tr>
<th>CRIME CATEGORY</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>Thru Oct 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>RAPE</td>
<td>3</td>
<td>2</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>ROBBERY</td>
<td>173</td>
<td>217</td>
<td>167</td>
<td>115</td>
</tr>
<tr>
<td>AGG ASSAULT</td>
<td>103</td>
<td>160</td>
<td>117</td>
<td>114</td>
</tr>
<tr>
<td>BURGLARY</td>
<td>3</td>
<td>1</td>
<td>4</td>
<td>6</td>
</tr>
<tr>
<td>THEFT</td>
<td>511</td>
<td>639</td>
<td>376</td>
<td>250</td>
</tr>
<tr>
<td>MOTOR VEHICLE THEFT</td>
<td>4</td>
<td>10</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>HUMAN TRAFFICKING</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>ARSON</td>
<td>0</td>
<td>7</td>
<td>7</td>
<td>17</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>798</strong></td>
<td><strong>1036</strong></td>
<td><strong>683</strong></td>
<td><strong>511</strong></td>
</tr>
</tbody>
</table>

Part I and II Crime: Jan 2018 - Oct 2021

- 2018: 13% Part I, 87% Part II
- 2019: 14% Part I, 86% Part II
- 2020: 12% Part I, 88% Part II
- Thru Oct 2021: 13% Part I, 87% Part II
Operator Assaults


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 Priority Type

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
**EXAMPLES**

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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.