



2020 CITY COUNCIL MEETING STAFF REPORT

To: Honorable Mayor and City Council Members
From: Kay Kuhlmann, City Council Administrator and
Michelle Leise, Community Engagement Specialist
Meeting Date: June 22, 2020
Agenda Item Number: 10.E.

Title – Discuss the updated Red Wing Racial Equity Plan Draft, Consider Motions to Approve the Plan, and Consider Motions to Approve Top Priorities the Council Identifies.

Purpose – The purpose of this item is to discuss the updated draft of the Racial Equity Plan and get Council direction on top priorities of the plan.

Recommended Action – Approve the updated Racial Equity Plan and identify priorities.

Attachments –

- Updated Draft of Red Wing's Racial Equity Plan
- Red Wing's Racial Equity Tool in planning, implementation, and evaluation (HEEAP Sheet)
- Resolution No. 7522 Supporting Police Accountability and Reform Legislative Priorities
- Press Release dated 6/15/20 from Governor Walz regarding Police Reform legislation and proposed legislative reforms
- Minnesota Chiefs of Police Association (MCPA) Police Reform Measures Statement

Alignment with 2019 Strategic Plan –

#59. Be more purposeful in monitoring, evaluating, reassessing, and improving our policies and systems so they are fair and equitable for all. This includes continuing to strengthen the city's "Health in All Policies" approach in all facets of our work, including incorporating our health-equity toolkit into policy decisions, so this approach becomes the normal way we operate.

#60. Build stronger relationships with communities where trust has been broken or still needs strengthening, in order to form long-lasting, respectful, shared commitment. This includes Prairie Island Indian Community, our Hispanic community, and residents of all backgrounds who may feel isolated, unwelcome, or disconnected.

Background –

At the City Council's June 8, 2020 meeting, Council members gave staff direction to draft an updated Racial Equity Plan that would receive priority in the City's efforts. Staff has documented Council members' priorities and also met with staff since the last meeting. The updated plan is now attached for discussion.

Racial equity, as defined in the Plan, is when we have fairness and justice for all people; when race can't be used to predict success; when we have successful systems and structures that work for everyone, and when every resident has the opportunity to realize his or her highest potential without the limits of unfair policies and practices. We know that federal, state, and local governments have consistently over time created policies that divide and diminish people of color. Government has to take new steps to make positive changes. This plan highlights items where we in local government, in partnership with others, can take action with more urgency.

The plan is organized with a "results based accountability" system in which we are required to ask how much did we do, how well did we do it, and how are people better off? The attached HEEAP Sheet (Health, Equity, and Excellence in All Policies) is a racial equity tool the city currently uses, and we will use it to stay focused, asking ourselves and others the right questions throughout each initiative.

During and after the Council's June 8th discussion, a number of high priority action items were brought forward by Council. They are as follows:

1. Approve a Resolution Supporting Police Accountability and Reform Legislative Priorities

The City of Red Wing has previously approved an overarching Resolution to support legislative initiatives that it supports. Currently, the State Legislature, Governor Walz, and other interested parties have proposed legislation to address police accountability and reform. Because the state legislature is still in special session during the writing of this report, there is no clear answer yet on what state legislative results will occur on various bills. However, the attached Resolution supports the basic principles as identified by Governor Walz, including additional items from the Minnesota Police of Chiefs Association that specifically address requirements placed on local communities.

Staff will continue to monitor the state legislative session and bring Council the most current information to its June 22 Council meeting. Revisions to the Resolution can be made at that time to reflect the most current legislative action. The draft Resolution is attached.

2. Create a Public Safety Policies and Practices Task Force

Recommendations for the purpose, membership, and timeline are below:

Mission:

1. Address police accountability and policy reform from the perspective of building on what we are doing right, informing citizens on current practices, and working to create new ways to build community through improved community policing.
2. Specifically look at all police policies and gather information on federal and state law and proposals for reform. Work with a professional organization that builds police policies, with Chief Pohlman, and at least one police officer to discuss policy reform.
3. Create an outline of a Citizen's Board that will address a process for police policy approval, an annual review of data, data trends and narratives from the analyzed data, and create a police accountability process.
4. Create ways in which the Police Department can work more directly with residents in small and big ways to strengthen community relations.

5. Identify and address barriers to residents, especially persons of color, who are not calling the police about issues that affect their safety and rights.

Selection Process: The Task Force would consist of 9 to 11 community members. Each Council member would send names to the mayor. The mayor would select at least one of the recommended names from each Council member and add several individuals on his own. At least one member would be a member of the Human Rights Commission. Emphasis would be on including people of color and not on people who have been engaged in government in the past.

Compensation: Each Task Force member will be paid a stipend for their time. (\$75 per session).

Timeframe: The Task Force would meet consistently over a period of 18 months. Time frame will be somewhat dependent on when state and federal legislation is approved, the number of policies requiring review, and the ability to find and sustain membership.

3. Create an Ombudsman-Style Program

This type of program offers a process for any member of the public to bring a concern or complaint against a city department, government body, or official. The ombudsman provides an opportunity for independent review and/or a moderator in order to find resolution. The purpose of having a program like this is that every resident has the ability to share concerns or complaints about government and find a solution without fear of reprisal. It is hoped this program can be researched now in order to include in the 2021 budget. If approved as a priority, staff will bring more details options for this program for the Council to consider at one of its next meetings.

4. Convene and collaborate on bringing residents together, especially residents of color, to listen and learn how city policies and practices can change to improve lives.

The purpose of these conversations is to listen openly to residents' experiences, identify policies and practices that need to change, and work together and with partners to implement improvements. Conversations will focus on small-group meetings, sometimes working with our community partners, to create trusted spaces for honest discussions. The focus will be on opening dialogue and creating lasting change through action. Staff will routinely bring community concerns and proposals forward to the Council and the HRC for review. As always, staff welcomes Council input and ideas.

5. Approve an Updated Racial Equity Plan

This first draft of the updated Racial Equity Plan is simply that – a plan that will start us on top-priority actions. The Plan is a living document that will change as we listen and learn from community members, who will help identify next steps and strategies.

The Human Rights Commission will play a large role in helping to monitor, edit, and in some cases help implement, items in the Racial Equity Plan. The HRC will review and provide feedback on this first updated Racial Equity Plan Draft at its June 25th workshop. Any HRC feedback on the Plan will be provided to Council at the Council's July 13 meeting.

Discussion –

Council is requested to provide direction on all five of the above items, and any additional items per the Council's discretion. Staff will take guidance from that discussion. Action items and motions approved at the June 22 meeting will direct staff to begin immediately working and bring back progress and research to the July 13 meeting.

Financial Impact – None immediately. Budget items will be brought forward at a later date.

Recommended Action –

1. Approve Motion to Adopt Resolution No. 7522 Supporting Police Accountability and Reform Legislative Priorities
2. Approve Motion to Create a Public Safety Policies and Practices Task Force
3. Approve Motion to Direct Staff to Research and Provide Options to the Council on Creating an Ombudsman-Style Program to be included in the 2021 budget
4. Approve Motion to Direct Community Engagement Staff to Convene and Collaborate on Community Conversations Regarding Racial Equity Plan Topics
5. Approve Motion to Approve the Updated Racial Equity Plan as a living document and direct staff to update Council regularly

Alternatives –

- Approve any or all of the Motions listed above with modifications.
- Deny any or all of the Motions listed above.
- Table any or all of the Motions listed above and request more information.

City of Red Wing's Racial Equity Plan

Residents of color will be central to helping shape the strategies and the ways each step is implemented.

Last updated: June 18, 2020. Plan to be monitored by City Council and Human Rights Commission.

Numbers after each plan initiative denote the specific strategy in the City's Strategic Plan.

Green: Accomplished | Orange: In Process | Red: Not happening yet or barrier

What We Mean by Racial Equity:

When race can't be used to predict success.

When we have fairness and justice for all people.

When we have successful systems and structures that work for everyone.

When every resident has the opportunity to realize their full potential without the limits of unfair policies and practices.

Goal #1: The City of Red Wing staff and elected and appointed leaders understand and are committed to achieving racial equity.

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
POLICIES, PLANS, AND PRACTICES						
<ul style="list-style-type: none"> • Complete policies and projects now in process. <ul style="list-style-type: none"> ➤ Complete Memorandum of Understanding with Prairie Island Indian Community regarding project planning and sacred land in 2020. (#27b) 	Fall 2020	-Community Developmt. -Engineering -Public Works -Administration	In Process			
<ul style="list-style-type: none"> ➤ Complete artistic cultural history entrance to He Mni Can-Barn Bluff with Prairie Island Indian Community in 2020 and hold celebration event hosted by City and PIIC. (#21, 27a, and #60) 	Summer 2020 - Spring 2021	-Community Developmt. -Administration	In Process			
<ul style="list-style-type: none"> ➤ Continue planning and implementation of Rental License Program in 2020-2021. (#5) 	Summer 2020 - to Summer 2021	-Community Developmt. -Administration	In Process			
<ul style="list-style-type: none"> • Identify new City new policies, plans, and practices that need review. Prioritize those policies, bring to Council for review, and implement changes that lead 	Summer 2020 and ongoing	-Administration -Department Heads				

<p>to more equitable results, especially for residents of color. This step will involve working with community advisors, members of the public, City Council, boards and commissions, and city staff members. (#59)</p>						
<p>PLANNING AND EVALUATION</p> <ul style="list-style-type: none"> Incorporate City’s Racial Equity Tool into the everyday business of developing, implementing, and evaluating plans, policies, and practices. (#59) 	2020	<ul style="list-style-type: none"> -Administration -Dept. Heads 				
<p>TRAINING</p> <ul style="list-style-type: none"> Implement Racial Equity Training with all staff. Training will include creating a common language and becoming aware of implicit and explicit bias. 	Early 2021	<ul style="list-style-type: none"> -Administration -Administrative Services 				
<ul style="list-style-type: none"> Implement de-escalation training for all staff, Council, board, and commission members. 	2020	<ul style="list-style-type: none"> -Administration -Administrative Services 				
<ul style="list-style-type: none"> Administer Employee Racial Equity assessment. 	2021 – before and after training	<ul style="list-style-type: none"> -Administration -Administrative Services 				
<p>HIRING</p> <ul style="list-style-type: none"> Implement evidence-based practices that result in hiring people of color for permanent and seasonal employment. (#76) 	2021	<ul style="list-style-type: none"> -Administrative Services 				
<ul style="list-style-type: none"> Implement an apprenticeship/mentor program within the City to help students and adults get the skills they need for various positions in government. Program will include a focus on getting students and adults of color into the program. (#56) 	2021	<ul style="list-style-type: none"> -Administration -Administrative Services -Dept. Heads 				

GOAL #2: Residents view Red Wing as an effective and inclusive government that engages community.

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
PLANS, POLICIES, AND PRACTICES						
<ul style="list-style-type: none"> Increase diversity of representation on elected and appointed government bodies to better reflect the full community. Make specific efforts to reach out and engage communities of color. #66 	Summer 2020 and ongoing	-Administration -Administrative Services	In Process			
<ul style="list-style-type: none"> Create an ombudsman-style program, which includes a process for any member of the public who may benefit from an independent review and/or moderator to bring a concern or complaint against a city department, government body, or official. (#69) 	Start developing process in 2020	-Administration				
COMMUNICATIONS & ENGAGEMENT						
<ul style="list-style-type: none"> Convene and/or collaborate in having community conversations, with a focus on connecting with residents of color, to get input on City policies and practices. First priority will be focused on residents' conversations with the police department but other areas will also be covered. Purpose is for the City to listen openly to residents' experiences, identify policies and practices that can improve, and implement changes where needed. (#61, #62) 	Summer 2020 and ongoing	-Administration -Department staff when needed				
<ul style="list-style-type: none"> Increase Spanish translation of communications in all departments, including written and verbal communication (i.e. via front-desk workers, public safety departments, and website/written materials). (#64) 	Start summer 2020 and ongoing	-Administration -Administrative Services				

<ul style="list-style-type: none"> • Implement a “This is Your Government” series that engages residents and informs on how the local Red Wing government works, details on elected and appointed positions, and how residents can participate in the decisions that affect them. Emphasis will be on residents who have never been involved before, including residents of color. (#64) 	<p>Late 2020 or early 2021</p>	<p>-Administration -Administrative Services</p>				
<ul style="list-style-type: none"> • Create monthly hard copy of City Beat (also in Spanish) to be included in utility bills and at key locations where priority populations will see it. (#64) 	<p>Summer 2021</p>	<p>-Administration -Administrative Services</p>				

Goal #3 All residents feel their neighborhood is safe and any racial disproportionalities in the criminal justice system are eliminated.

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
POLICIES & PRACTICES						
<ul style="list-style-type: none"> Approve Resolution Supporting Police Accountability and Reform Legislative Priorities 	Summer 2020	-Administration				
<ul style="list-style-type: none"> Implement a Public Safety Policies and Practices Task Force that reviews and advises Council on policies and practices for our local public safety departments. Task Force includes members from the community. (#62) 	Begins Summer 2020	-Administration -Police Department				
<ul style="list-style-type: none"> Public safety policies will be available in an easily accessible place on city website. (#64) 	Begins Fall 2020	-Police Department				
<ul style="list-style-type: none"> Police officers will begin wearing body cameras. (#41) 	Summer 2020	-Police Department -Fire Department	In Process			
DATA						
<ul style="list-style-type: none"> Police Department will continue participating in the county Criminal Justice Advisory Board and will share local data, including data that may identify potential racial disparities, through the police website and with Council at regular intervals. (#65) 	Ongoing	-Police Department				
RELATIONSHIP BUILDING						
<ul style="list-style-type: none"> Police Department will keep improving its community-policing framework that integrates police officers directly into the neighborhoods in which they serve. (#40) 	2020 and ongoing	-Police Department				

<ul style="list-style-type: none"> • Police and Fire Departments will continue participation in fun activities and public safety/community health activities that focus on building positive relationships with young people of color and their families. (#61) 	Ongoing	<ul style="list-style-type: none"> -Police Department -Fire Department 				
<p>TRAINING</p> <ul style="list-style-type: none"> • Continue racial equity training, including de-escalation training, in policies and practices specific to police. (#40) 	Ongoing	<ul style="list-style-type: none"> -Police Department -Administrative Services 				
<p>HIRING</p> <ul style="list-style-type: none"> • Expand hiring practices so that police and fire department employees better reflect the demographics of the community. (#39) 	2021	<ul style="list-style-type: none"> -Administrative Services -Police Department -Fire Department 				

4. All residents have access to healthy life outcomes without racial inequities.

What Needs to Be Done	When	Staff Lead Team	Progress	How Much Did We Do?	How Well Did We Do It?	How Are People Better Off?
<p>DATA</p> <ul style="list-style-type: none"> • Create 2040 Online Report Card that will consistently measure successes, gaps, progress, and challenges over time based on the goals set out in the 2040 Plan and city’s Strategic Plan. Include details by race (when possible) to identify racial disparities. We measure what matters. (#65) 	Summer 2020 – Winter 2021 and ongoing	-Administration -Community Developmt.	In Process			
<p>HOUSING</p> <ul style="list-style-type: none"> • Implement Rental License Program and develop a resource that informs renters, landlords, and new homeowners about rights and responsibilities. Include specific steps to reach residents of color. (#5, #6) 	Summer 2020 – Summer 2021 and ongoing	-Community Developmt. -Administration	In Process			
<ul style="list-style-type: none"> • Explore ways to improve housing conditions in Red Wing’s two mobile home parks. (#2) 	Summer 2020	-Administration -Community Developmt.				
<ul style="list-style-type: none"> • Create easy-to-find resources in English and Spanish that share what housing options and programs are available to residents so people know all the housing opportunities and programs available to them. (#64) 	2020	-Administration -Administrative Services				
<ul style="list-style-type: none"> • HRA will use Racial Equity tools and framework as it goes through its upcoming Strategic Plan Process. (#59) 	2020-2021	-Housing & Redevelop. Authority				

<p>ARTS AND CULTURE</p> <ul style="list-style-type: none"> Arts and Culture Commission will work with the community, including engaging with residents of color, to create temporary and permanent art installations of all kinds that hold up Red Wing’s multi-cultural past, present, and future. Work will include one project that memorializes George Floyd in some way. (#43, 45) 	<p>Summer-Fall 2020 and ongoing</p>	<p>-Arts and Culture Comm. -Community Developmt.</p>				
<p>EDUCATION AND LEARNING</p> <ul style="list-style-type: none"> Provide community book read and additional events via the Human Rights Commission that cover racism and ways to make positive change. First book is entitled <i>Waking Up White: And Finding Myself in the Story of Race</i> by Debby Irving. (#58) 	<p>Summer 2020</p>	<p>-Human Rights Comm.</p>	<p>In Process</p>			
<ul style="list-style-type: none"> Collaborate on opportunities with Human Rights Commission, Downtown Main Street and/or Chamber of Commerce to provide businesses (including retail, manufacturing, services, and real estate) with bias training and related materials. (#58) 	<p>2020-2021</p>	<p>-HRC -Administration</p>				
<ul style="list-style-type: none"> Support events where community members share heritage, culture, history, and experiences, specifically the history that has negatively affected people of color in our city and surrounding area. (#58) 	<p>Fall 2020 and ongoing</p>	<p>-Administration</p>				
<ul style="list-style-type: none"> Support and advocate for more culturally diverse programming and learning experiences through the Sheldon Theatre, Public Library, Community Recreation, Park Naturalists Program, and other city-based avenues. (#58) 	<p>Ongoing</p>	<p>-Sheldon -Public Library -Comm. Recreation -Public Works (Park Naturalist)</p>				
<ul style="list-style-type: none"> Support community-led initiatives that address healthy life outcomes and build community capacity, specifically those focused on residents of color. (#60) 	<p>Ongoing</p>	<p>-Administration</p>				

The HEEAP Sheet

THE KEY THREE:

What are the impacts of this decision?
Who will benefit and who will be burdened?
Are there strategies to lessen any negative and/or unintended consequences?

Questions to Guide the Development of a Policy, Plan, or Procedure

Answer with multiple departments for the best outcomes.

1) What is the policy, plan, or procedure, under consideration?

--What are the desired results (within community) and outcomes (within our internal City of RW)?
--What does this proposal have the ability to impact?

2) What is the data we have regarding this proposal? What does that data tell us?

--Will this impact a specific geographic area, neighborhood, or demographic?
--Do we have data on the areas or populations most affected?
--Are there gaps in the data we have? If so, how could we get better or updated data?
--What are best practices in this field or area? Is there data that supports this particular proposal?

3) How have different populations been engaged? Are there opportunities to expand that?

--How have we engaged and involved the people most affected or most concerned?
--What did we learn from that engagement?

4) Who will benefit from the proposal? Who will be burdened?

--Are there potential unintended negative consequences & what are strategies to decrease those?
--Are there ways to maximize positive impact?
--Are there complementary strategies or community partners to engage for more positive impact?

5) What is the plan for implementation?

--Is the implementation plan realistic and properly resourced with funding and personnel?
--Are there resources for ongoing data collection, public reporting, and community engagement?

6) Who is accountable and how?

--How will the impacts be documented and evaluated? (Ask "How much did we do? How well did we do it? Is anyone better off? Are we achieving the anticipated outcomes?")
--Is continued communication needed? If so, what will that look like?
--How could we partner & build relationships with the community to ensure sustainable outcomes?

HEEAP: Health, Equity & Excellence in All Policies

HEALTH

Health does not mean fitness. Health encompasses everything: Housing; transportation; public safety; clean air & water; good jobs; education; physical & mental health; access to services; economic stability; arts, culture, and recreation; connections to people

EQUITY

Equity is fairness and justice for all, without the limitations of unfair policies or practices. It's making sure affected people are included in the decision-making process, including people not often heard.

EXCELLENCE

Excellence is consistently holding a high standard for creating and re-examining plans, policies, and procedures. When things get better for some, they get better for all of us.

IN ALL POLICIES

In all policies means using the concepts of the HEEAP framework as a process for any plan, policy, or procedure to reach a better outcome.

Every community entity and government department plays a crucial role and can positively affect residents' well-being and quality of life.



RESOLUTION NO. 7522

RESOLUTION SUPPORTING POLICE ACCOUNTABILITY AND REFORM LEGISLATIVE PRIORITIES

WHEREAS, on June 11, 2020 Governor Tim Walz announced Police Reform would be a top legislative priority during the 2020 special legislative session; and

WHEREAS, the Red Wing City Council supports the premise that every branch of government has a role in building systems that work for all Minnesotans; and

WHEREAS, the special session will consider Use of Force Reform, Alternatives to Policing Reform, Police Oversight Reform, Voter Restoration, Community Healing, Independent Prosecution and Investigation Reform, Training Expansion, and the prohibition of Warrior Training and Choke Holds; and

WHEREAS, the City supports these legislative discussions;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Red Wing, Minnesota, as follows:

1. The City Council supports legislative action to reform the State Level Law Enforcement Oversight entity, the Board of Peace Officer Standards and Training, with restructuring of membership to include a broader representation. The City Council further supports the creation of the Police-Community Relations Council, an entity under the authority of the Board of Peace Officer Standards and Training and whose duty is to make recommendation to the Board to improve community police relations, make disciplinary and policy recommendations, and make recommendations on peace officer community policing excellence data.
2. The City Council supports proposed legislation to change laws governing collective bargaining agreements that impede the discipline of officers who seriously betray the public trust. Further, the City Council supports legislative action that would empower the POST Board to, at the request of a Chief or Sheriff, review and revoke the professional license of an officer who shows a pattern of failing to follow public policy.
3. The City Council supports legislation that will require that all law enforcement agencies are trained in cultural competency, implicit bias,

and de-escalation tactics and skills in order to reduce use-of-force, especially when responding to persons in crisis.

4. The City Council supports legislation that the Peace Officers Community Policing Excellence Data designed to increase data and improve policing practices in Minnesota.
5. The City Council supports the requirement that all law enforcement agencies must adopt data practices that promote transparency, openness, and accountability.
6. The City Council supports the creation of a Local Citizen Oversight Council for Law Enforcement Agencies to create public opportunities for the community to participate in law enforcement operations by discussing law enforcement tactics and strategies, budgets and priorities, training, employment policies, and substantive operations of the agency such as use of force, profiling, diversion, data collection, equipment, militarization, investigatory practices, and cooperation with other agencies.
7. The City Council supports the proposed legislation encouraging all police agencies to adopt use-of-force policies that make sanctity of life a core organizational value.

Adopted this 22 day of June, 2020.

Dean Hove, Council President

ATTEST:

Teri L. Swanson, MCMC
City Clerk
(seal)

Presented to the Mayor at _____ p.m. on this _____ day of June, 2020.

Approved this _____ day of June, 2020.

Sean M. Dowse, Mayor



Office of Governor Tim Walz & Lt. Governor Peggy Flanagan

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For the latest information on the COVID-19 outbreak in Minnesota, please visit the [Minnesota Department of Health's website](https://www.health.state.mn.us/). (<https://www.health.state.mn.us/>)

Learn more about our [COVID-19 Response and Preparation \(/covid19/\)](/covid19/).

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Governor Walz, House, Senate Leaders Announce Police Accountability and Reform Legislative Priorities

June 11, 2020

[ST. PAUL, MN] – A day after Governor Tim Walz announced police reform would be a top priority for the special legislative session, he stood with House Speaker Melissa Hortman, Senate Minority Leader Susan Kent, and members of the Minnesota People of Color and Indigenous (POCI) Caucus to announce a comprehensive set of police reform and accountability measures.

“Minnesotans are demanding real change,” said Governor Walz. **“We stand united with House and Senate leaders and the People of Color and Indigenous Caucus, ready to get to work during the upcoming special session. I stand with the legislators who have coordinated a powerful set of reforms to make meaningful changes to our law enforcement system in Minnesota.”**

“Every branch of government has a role in building systems that work for all Minnesotans, and I am excited to do this work in partnership with legislative leaders,” said Lt. Governor Peggy Flanagan. **“The problems we are facing are not new. Many of the solutions before us are not new. It is our role now to make sure these proposals are heard, acted on, and implemented to make meaningful change.”**

Modeled on recommendations from the POCI Caucus and the Police-Involved Deadly Force Encounters Working Group chaired by Minnesota Attorney General (AG) Keith Ellison and Department of Public Safety (DPS) Commissioner John Harrington, the proposals support use of force reform, funding for alternatives to policing, and greater police oversight.

Police Accountability and Reform Legislative Priorities

Use of Force

Reform of the keystone statute that defines when law enforcement is justified in using deadly force to prioritize sanctity of life. This measure is a recommendation from the DPS/AG Working Group.

Alternatives to Policing

Creates new models of ensuring public safety by: 1) Creating a new office within DPS to administer grants to community-based violence-intervenor and problem solvers to intercept violence and reduce interactions with law enforcement, and 2) Providing funding for a co-responder form of policing that pairs officers with social worker when responding to crisis calls and welfare checks. This measure is a recommendation from the DPS/AG Working Group.

Police Oversight Reform

Creates a robust framework of accountability of the law enforcement profession through: 1) Expansion of the POST board and creation of a Police-Community Relations Council at the POST Board, 2) Reforming how arbitrations of the termination of law enforcement officers are handled, and 3) Requiring robust, real-time data collection and analysis of complaint, discipline and use of force data and use it to inform reforms at the POST Board, particularly as it relates to licensure decisions.

Voting Restoration

Ends the disenfranchisement of over 50,000 Minnesotans. Those who are not serving a sentence in a prison facility – who are in their communities and contributing to their families and rebuilding their lives – must be provided their right to vote, regardless of supervision status.

Community Healing

Creates a grant program to fund professional community healers trained to respond to systemic oppression-induced historic and present-day trauma through supportive services. This measure is a recommendation from the DPS/AG Working Group.

Independent Prosecution and Investigation Reform

Provides the AG with independent jurisdiction for the prosecution of police-involved deaths and create an independent investigation unit within Bureau of Criminal Apprehension for police-involved cases. This measure is a recommendation from the DPS/AG Working Group.

Training Expansion

Expands training in de-escalation and mental health crisis intervention. This measure is a recommendation from the DPS/AG Working Group.

Warrior Training and Choke Holds Prohibited

Prohibits the use of all restraints or holds by law enforcement that purposely restrict a person's airways or blood flow and ends the use of warrior-style training.

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1.1 A bill for an act

1.2 relating to public safety; requiring local units of government to establish law
1.3 enforcement citizen oversight councils; specifying powers and duties of the councils
1.4 and the responsibilities of local authorities toward them; requiring law enforcement
1.5 policies, guidelines, training, and reporting on matters relating to procedural justice
1.6 and community interactions; amending arbitrator selection for peace officer
1.7 grievance arbitrations; creating a process to collect and analyze data on complaints
1.8 filed against peace officers; providing for a peace officer discipline report;
1.9 expanding the membership of the Board of Peace Officer Standards and Training;
1.10 establishing a Police-Community Relations Council to report to and advise the
1.11 Peace Officer Standards and Training Board; clarifying the type of data included
1.12 in the status of a complaint or charge against a peace officer; extending the civil
1.13 statute of limitations for certain actions by peace officers; tolling the civil statute
1.14 of limitations during investigations of peace officers; prohibiting warrior-style
1.15 training for peace officers; prohibiting the use of certain restraints; requiring law
1.16 enforcement agencies to update policies regarding the use of force; establishing a
1.17 duty for peace officers to intercede when another peace officer is using unreasonable
1.18 force; establishing a duty for peace officers to report excessive force incidents;
1.19 requiring law enforcement agencies to adopt policies that require peace officers
1.20 to intercede when another officer is using unreasonable force; authorizing the cities
1.21 of Minneapolis and St. Paul to impose residency requirements for peace officers;
1.22 authorizing rulemaking; appropriating money; amending Minnesota Statutes 2018,
1.23 sections 13.43, subdivision 2; 541.073, subdivision 2; 573.02, subdivision 1;
1.24 609.06, subdivision 1, by adding a subdivision; 626.841; 626.8452, by adding a
1.25 subdivision; 626.8457, subdivision 1; 626.89, subdivisions 2, 17; proposing coding
1.26 for new law in Minnesota Statutes, chapters 541; 626.

2.1 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

2.2

ARTICLE 1

2.3

LAW ENFORCEMENT OVERSIGHT

2.4

Section 1. Minnesota Statutes 2018, section 626.841, is amended to read:

2.5

626.841 BOARD; MEMBERS.

2.6

The Board of Peace Officer Standards and Training shall be composed of the following

2.7

~~15~~ 19 members:

2.8

(1) two members to be appointed by the governor from among the county sheriffs in

2.9

Minnesota;

2.10

(2) four members to be appointed by the governor from among peace officers in

2.11

Minnesota municipalities, at least two of whom shall be chiefs of police;

2.12

(3) two members to be appointed by the governor from among peace officers, at least

2.13

one of whom shall be a member of the Minnesota State Patrol Association;

2.14

(4) the superintendent of the Minnesota Bureau of Criminal Apprehension or a designee;

2.15

(5) two members appointed by the governor from among peace officers, or former peace

2.16

officers, who are currently employed on a full-time basis in a professional peace officer

2.17

education program;

2.18

(6) two members to be appointed by the governor, one member to be appointed from

2.19

among administrators of Minnesota colleges or universities that offer professional peace

2.20

officer education, and one member to be appointed from among the elected city officials in

2.21

statutory or home rule charter cities of under 5,000 population outside the metropolitan

2.22

area, as defined in section 473.121, subdivision 2; and

2.23

(7) ~~two~~ four members appointed by the governor from among the general public, of

2.24

which at least one member must be a representative of a statewide crime victim coalition,

2.25

at least one member must be a person of color, and at least one member must be a resident

2.26

of a county other than a metropolitan county as defined in section 473.121, subdivision 4;

2.27

and

2.28

(8) two members appointed by the commissioner of human rights from the general

2.29

public, of which one member must be a community organizer nominated by an organization

2.30

that organizes direct action campaigns and one member must have experience serving on

2.31

a law enforcement agency's civilian review board.

3.1 A chair shall be appointed by the governor from among the members. In making
3.2 appointments the governor shall strive to achieve representation from among the geographic
3.3 areas of the state.

3.4 **Sec. 2. [626.8434] POLICE-COMMUNITY RELATIONS COUNCIL.**

3.5 **Subdivision 1. Establishment and membership.** The Police-Community Relations
3.6 Council is established under the Peace Officer Standards and Training Board. The council
3.7 consists of the following 15 members:

3.8 (1) the superintendent of the Bureau of Criminal Apprehension, or a designee;

3.9 (2) the executive director of the Peace Officer Standards and Training Board, or a
3.10 designee;

3.11 (3) the executive director of the Minnesota Police and Peace Officers Association, or a
3.12 designee;

3.13 (4) the executive director of the Minnesota Sheriff's Association, or a designee;

3.14 (5) the executive director of the Minnesota Chiefs of Police Association, or a designee;
3.15 and

3.16 (6) ten community members, of which:

3.17 (i) four members shall represent the community-specific boards established under section
3.18 257.0768, reflecting one appointment made by each board;

3.19 (ii) two members shall be mental health advocates, of which one member shall be
3.20 appointed by the Minnesota chapter of the National Alliance on Mental Illness and the other
3.21 appointed by the governor's Council on Mental Health;

3.22 (iii) two members shall be advocates for victims, of which one member shall be appointed
3.23 by the Violence Free Minnesota and the other appointed by the Minnesota Coalition Against
3.24 Sexual Assault;

3.25 (iv) one member shall represent a community organization that organizes direct action
3.26 campaigns and shall be appointed by the commissioner of human rights; and

3.27 (v) one member shall have experience serving on a law enforcement agency's civilian
3.28 review board and shall be appointed by the commissioner of human rights.

3.29 **Subd. 2. Duties.** (a) The council shall:

3.30 (1) make recommendations on police-community relations to the board;

4.1 (2) review and make disciplinary and policy recommendations to the board on civilian
4.2 initiated police misconduct complaints filed with the board; and

4.3 (3) monitor and make recommendations on peace officer community policing excellence
4.4 data collected under section 626.8435.

4.5 (b) The council's recommendations to the board under paragraph (a), clause (2), must
4.6 be implemented by the board unless two-thirds of the members vote to reject a
4.7 recommendation within three months of receiving the recommendation from the council.

4.8 Subd. 3. **Organization.** The council shall be organized and administered under section
4.9 15.059, except that subdivision 2 shall not apply. Council members serve at the pleasure of
4.10 the appointing authority. The council shall select a chairperson from among the members
4.11 by majority vote at its first meeting. The chair may serve in that role for a period of two
4.12 years. The executive director of the board shall serve as the council's executive secretary
4.13 and is an ex officio, nonvoting member. The council does not expire.

4.14 Subd. 4. **Meetings.** The council must meet at least quarterly. Meetings of the council
4.15 are governed by chapter 13D.

4.16 Subd. 5. **Office support.** The executive director of the board shall provide the council
4.17 with the necessary office space, supplies, equipment, and clerical support to effectively
4.18 perform the duties imposed.

4.19 **EFFECTIVE DATE.** This section is effective the day following final enactment.

4.20 Sec. 3. **[626.8435] PEACE OFFICER COMMUNITY POLICING EXCELLENCE**
4.21 **DATA.**

4.22 Subdivision 1. **Purpose.** The purpose of this section is:

4.23 (1) to create data profiles for stakeholders to conduct needs assessments and make
4.24 appropriate recommendations to drive improvements in police effectiveness, efficiency,
4.25 training, supervision, procedural justice, accountability, and community relations;

4.26 (2) for police departments to more effectively manage their risks and improve
4.27 transparency; and

4.28 (3) for community members and advocates, as well as policy makers, decision makers,
4.29 and funders to have access to accurate relevant information to help improve policing practices
4.30 in Minnesota.

4.31 Subd. 2. **Data submission.** (a) Beginning January 15, 2021, a chief law enforcement
4.32 officer of a law enforcement agency shall submit the following data regarding peace officers

- 5.1 employed by the law enforcement agency to a designated community-based research
5.2 organization:
- 5.3 (1) the existence and status of a complaint made against an employed peace officer
5.4 including:
- 5.5 (i) the peace officer's unique identifier;
5.6 (ii) the nature of the complaint;
5.7 (iii) whether the complaint was filed by a member of the public, a law enforcement
5.8 agency, or another source;
- 5.9 (iv) whether the complaint resulted in disciplinary action;
5.10 (v) the final disposition of a complaint when disciplinary action was taken including:
5.11 (A) the specific reason for the action taken; and
5.12 (B) data documenting the basis of the action taken, except that data that would identify
5.13 confidential sources who are employees of the public body shall not be disclosed; and
- 5.14 (vi) the final disposition of any complaint:
5.15 (A) determined to be unfounded or otherwise not sustained;
5.16 (B) for which a peace officer was later exonerated; or
5.17 (C) which resulted in a nondisciplinary resolution including, but not limited to, employee
5.18 counseling;
- 5.19 (2) the unique identifier of any peace officer pending criminal prosecution, excluding
5.20 traffic violations;
- 5.21 (3) the unique identifier of any peace officer who was terminated due to substantiated
5.22 findings of officer misconduct and a summary of the basis for that termination;
- 5.23 (4) the unique identifier of any peace officer whose employment was terminated by
5.24 resignation in lieu of termination as a result of officer misconduct, and a summary of the
5.25 basis for the action; and
- 5.26 (5) the unique identifier of any peace officer involved in a use of force incident.
- 5.27 (b) For purposes of this section "complaint" means all formally filed allegations involving:
- 5.28 (1) public reported misconduct;
5.29 (2) excessive force;

6.1 (3) the integrity or truthfulness of an officer;

6.2 (4) violations of the law; or

6.3 (5) sexual misconduct or harassment.

6.4 (c) The board shall establish and publish guidelines, in consultation with the designated
6.5 community-based research organization, that are consistent with paragraph (b) on what
6.6 constitutes a valid complaint that must be reported under this section.

6.7 (d) The reporting requirements in paragraph (a) are in addition to any other officer
6.8 discipline reporting requirements established in law. Failure of a chief law enforcement
6.9 officer to comply with the reporting requirements established under this section is a violation
6.10 of the peace officer professional code of conduct established pursuant to section 626.8457.

6.11 Subd. 3. **Data storage and access.** (a) The designated community-based research
6.12 organization shall store the data collected under this section on a secure server.

6.13 (b) The Peace Officers Standards and Training Board and the Police-Community
6.14 Relations Council must have direct access to both summary and individual data collected
6.15 under this section.

6.16 Subd. 4. **Updated data.** Within 30 days of final disposition of a complaint, as defined
6.17 in section 13.43, subdivision 2, paragraph (b), the chief law enforcement officer of the law
6.18 enforcement agency that employs the officer shall submit a supplemental report containing
6.19 the information identified in subdivision 2, clauses (1) to (5).

6.20 Subd. 5. **Monitoring data; pattern of misconduct.** The designated community-based
6.21 research organization must monitor the data on an ongoing basis to collect data on officers
6.22 subject to multiple complaints and excessive use of force incidents and, in consultation with
6.23 the Police-Community Relations Council, establish criteria for notifying an officer's employer
6.24 when the officer has been determined to have an excessive number of complaints. If the
6.25 criteria for notifying an officer's employer are met, the designated community-based research
6.26 organization, after consulting with the Police-Community Relations Council, shall notify
6.27 the officer's employer and suggest the need for an intervention. A notice sent under this
6.28 subdivision is not available to the public.

6.29 Subd. 6. **Confidentiality agreement prohibited.** Law enforcement agencies and political
6.30 subdivisions are prohibited from entering into a confidentiality agreement that would prevent
6.31 disclosure of the data identified in subdivision 2 to the board. Any such confidentiality
6.32 agreement is void as to the requirements of this section.

7.1 Subd. 7. **Data classification.** Data received by the designated community-based research
7.2 organization pursuant to subdivisions 2 and 3 is private data on individuals as defined in
7.3 section 13.02, subdivision 12, and the data must be maintained according to the statutory
7.4 provisions applicable to the data. This classification does not restrict the organization's
7.5 authority to publish summary data as defined in section 13.02, subdivision 19.

7.6 Subd. 8. **Public report.** At least annually, the designated community-based research
7.7 organization shall publish a summary of data submitted pursuant to subdivisions 1 and 2.
7.8 The board shall make the summary available on the board's website. The summary shall
7.9 exclude peace officers' names and license numbers and any other not public data as defined
7.10 by section 13.02, subdivision 8a.

7.11 Sec. 4. Minnesota Statutes 2018, section 626.8457, subdivision 1, is amended to read:

7.12 Subdivision 1. **Model policy to be developed.** By March 1, 1996, the Peace Officer
7.13 Standards and Training Board shall develop and distribute to all chief law enforcement
7.14 officers a model policy regarding the professional conduct of peace officers. The policy
7.15 must address issues regarding professional conduct not addressed by the standards of conduct
7.16 under Minnesota Rules, part 6700.1600. The policy must define unprofessional conduct to
7.17 include, but not be limited to, conduct prohibited by section 609.43, including timely
7.18 submission of peace officer misconduct data under section 626.8435, whether or not there
7.19 has been a conviction for a violation of that section. The policy must also describe the
7.20 procedures that a local law enforcement agency may follow in investigating and disciplining
7.21 peace officers alleged to have behaved unprofessionally.

7.22 Sec. 5. Minnesota Statutes 2018, section 626.89, subdivision 2, is amended to read:

7.23 Subd. 2. **Applicability.** The procedures and provisions of this section apply to law
7.24 enforcement agencies and government units. The procedures and provisions of this section
7.25 do not apply to:

7.26 (1) investigations and proceedings of a citizen oversight council described in section
7.27 626.99; or

7.28 (2) investigations of criminal charges against an officer.

7.29 Sec. 6. Minnesota Statutes 2018, section 626.89, subdivision 17, is amended to read:

7.30 Subd. 17. **Civilian review Citizen oversight.** ~~A civilian review board, commission, or~~
7.31 ~~other oversight body shall not have the authority to make a finding of fact or determination~~
7.32 ~~regarding a complaint against an officer or impose discipline on an officer. A civilian review~~

8.1 ~~board, commission, or other oversight body may make a recommendation regarding the~~
8.2 ~~merits of a complaint, however, the recommendation shall be advisory only and shall not~~
8.3 ~~be binding on nor limit the authority of the chief law enforcement officer of any unit of~~
8.4 ~~government~~ The powers and duties of citizen oversight councils for law enforcement agencies
8.5 are established under section 626.99.

8.6 **Sec. 7. [626.99] LOCAL CITIZEN OVERSIGHT COUNCILS FOR LAW**
8.7 **ENFORCEMENT AGENCIES.**

8.8 Subdivision 1. **Definition.** As used in this section, "law enforcement agency" has the
8.9 meaning given in section 626.84, subdivision 1, paragraph (f), but does not include state-level
8.10 law enforcement agencies.

8.11 Subd. 2. **Councils required.** The governing body of each local unit of government that
8.12 oversees a law enforcement agency shall establish a citizen oversight council in compliance
8.13 with this section.

8.14 Subd. 3. **Council membership.** The membership of a citizen oversight council must
8.15 reflect a broad cross section of the community it represents, including the community's
8.16 minority and youth populations. The membership must also include individuals who often
8.17 come into contact with, or who are affected by, the peace officers of the law enforcement
8.18 agency that the council oversees, other than suspects who are in criminal investigations.
8.19 The membership of the majority of a council must be weighted toward citizen members.
8.20 However, a council may also include members that reflect other specific viewpoints, such
8.21 as law enforcement, prosecutors, educators, clergy, and business and commercial leaders.
8.22 A council shall elect a chair from among its members at its first meeting.

8.23 Subd. 4. **Operation of council; powers and duties.** (a) A citizen oversight council shall
8.24 meet on a regular basis. Meetings are open to the public and public testimony may be taken.

8.25 (b) A council's purpose is to encourage and provide community participation in the
8.26 operation of the law enforcement agency it oversees. A council shall work collaboratively
8.27 with the governing body of the local unit of government with authority over the agency and
8.28 the agency's chief law enforcement officer.

8.29 (c) A council may make recommendations and provide assessments relating to any facet
8.30 of the operation of the agency, including but not limited to:

8.31 (1) law enforcement tactics and strategies, such as community policing;

8.32 (2) the budget for the agency, including priorities on where money should be spent;

- 9.1 (3) training of the agency's peace officers;
9.2 (4) employment policies, such as residency requirements and minority hiring;
9.3 (5) the substantive operation of the agency relating to such matters as use of force,
9.4 profiling, diversion, data collection, equipment, militarization, general investigatory practices,
9.5 officer-initiated use of force investigations, and cooperation with other law enforcement
9.6 agencies; and
9.7 (6) personnel decisions.

9.8 In addition, a council may evaluate the performance of the agency and the agency's chief
9.9 law enforcement officer. A council may recommend whether to extend the chief's term and
9.10 on hiring a successor to the chief when a vacancy occurs.

9.11 Subd. 5. **Investigations into police misconduct.** A citizen oversight council may conduct
9.12 an investigation into allegations of peace officer misconduct and retain an investigator to
9.13 facilitate an investigation. Subject to other applicable law, a council may subpoena or compel
9.14 testimony and documents in an investigation. Upon completion of an investigation, a council
9.15 may recommend appropriate discipline.

9.16 Subd. 6. **Duties of chief law enforcement officer.** The chief law enforcement officer
9.17 of a law enforcement agency under the jurisdiction of a citizen oversight council shall
9.18 cooperate with the council and facilitate the council's achievement of its goals. However,
9.19 the officer is under no obligation to agree with individual recommendations of the council
9.20 and may oppose a recommendation. If the officer fails to implement a recommendation that
9.21 is within the officer's authority, the officer shall inform the council of the failure along with
9.22 the officer's underlying reasons.

9.23 Subd. 7. **Duties of governing body.** A governing body shall ensure that a council is
9.24 given the opportunity to comment in a meaningful way on any matter within its jurisdiction.
9.25 This opportunity must occur with sufficient time before action on the matter is required.

9.26 Subd. 8. **Other applicable law.** Chapters 13 and 13D apply to oversight councils under
9.27 this section.

9.28 Subd. 9. **Annual report.** A citizen oversight council shall release an annual report that
9.29 addresses its activities. At a minimum, the report must summarize the council's activities
9.30 for the past year; recommendations made by the council, including what actions, if any,
9.31 were taken by other entities in response to the recommendations; and the amount of money
9.32 spent for the council's operation and the money's source.

9.33 **EFFECTIVE DATE.** This section is effective the day following final enactment.

10.1 Sec. 8. **TIMING.**

10.2 Governing bodies of local units of government shall comply with Minnesota Statutes,
10.3 section 626.99, by September 1, 2020. A citizen oversight council shall conduct its first
10.4 meeting by October 1, 2020.

10.5 **EFFECTIVE DATE.** This section is effective the day following final enactment.

10.6 Sec. 9. **COMPLIANCE REVIEWS.**

10.7 The state auditor shall conduct reviews as appropriate and on a regular basis to ensure
10.8 that local units of government are in compliance with this article.

10.9 **EFFECTIVE DATE.** This section is effective the day following final enactment.

10.10 Sec. 10. **INITIAL APPOINTMENTS; PROPOSED MEETING.**

10.11 Initial appointments to the Police-Community Relations Council established in section
10.12 1 must be made no later than August 1, 2020. The executive director of the Peace Officer
10.13 Standards and Training Board must convene the council's first meeting no later than
10.14 September 1, 2020.

10.15 **EFFECTIVE DATE.** This section is effective the day following final enactment.

10.16 Sec. 11. **APPROPRIATION; PEACE OFFICER COMMUNITY POLICING**
10.17 **EXCELLENCE REPORT DATABASE.**

10.18 (a) \$...... in fiscal year 2021 is appropriated from the general fund to the Office of Justice
10.19 Programs for a grant to a qualified community-based research organization to develop a
10.20 system to classify and report peace officer discipline by category, severity, type, and
10.21 demographic data of those involved in the incident. The executive director of the Office of
10.22 Justice Programs must consult with the Police-Community Relations Council before selecting
10.23 a community-based research organization to receive the grant. As part of the system, the
10.24 grant recipient must develop and incorporate:

10.25 (1) a protocol to assign a unique identifier for each peace officer; and

10.26 (2) safeguards to protect personal identifying information of peace officers.

10.27 (b) The grant recipient, in consultation with the stakeholder group identified in paragraph
10.28 (c), may recommend changes on how to adapt the system under paragraph (a) to collect
10.29 additional policing data that corresponds with peace officer interactions with the public
10.30 generally and suspects, arrests, and victims specifically.

11.1 (c) In developing the system described in paragraph (a), the grant recipient shall consult
11.2 with the Police-Community Relations Council established under section 626.8434.

11.3

ARTICLE 2

11.4

POLICIES, TRAINING, REPORTING, APPROPRIATIONS

11.5 Section 1. Minnesota Statutes 2018, section 13.43, subdivision 2, is amended to read:

11.6 Subd. 2. **Public data.** (a) Except for employees described in subdivision 5 and subject
11.7 to the limitations described in subdivision 5a, the following personnel data on current and
11.8 former employees, volunteers, and independent contractors of a government entity is public:

11.9 (1) name; employee identification number, which must not be the employee's Social
11.10 Security number; actual gross salary; salary range; terms and conditions of employment
11.11 relationship; contract fees; actual gross pension; the value and nature of employer paid
11.12 fringe benefits; and the basis for and the amount of any added remuneration, including
11.13 expense reimbursement, in addition to salary;

11.14 (2) job title and bargaining unit; job description; education and training background;
11.15 and previous work experience;

11.16 (3) date of first and last employment;

11.17 (4) the existence and status of any complaints or charges against the employee, regardless
11.18 of whether the complaint or charge resulted in a disciplinary action;

11.19 (5) the final disposition of any disciplinary action together with the specific reasons for
11.20 the action and data documenting the basis of the action, excluding data that would identify
11.21 confidential sources who are employees of the public body;

11.22 (6) the complete terms of any agreement settling any dispute arising out of an employment
11.23 relationship, including a buyout agreement as defined in section 123B.143, subdivision 2,
11.24 paragraph (a); except that the agreement must include specific reasons for the agreement if
11.25 it involves the payment of more than \$10,000 of public money;

11.26 (7) work location; a work telephone number; badge number; work-related continuing
11.27 education; and honors and awards received; and

11.28 (8) payroll time sheets or other comparable data that are only used to account for
11.29 employee's work time for payroll purposes, except to the extent that release of time sheet
11.30 data would reveal the employee's reasons for the use of sick or other medical leave or other
11.31 not public data.

12.1 (b) For purposes of this subdivision, a final disposition occurs when the government
12.2 entity makes its final decision about the disciplinary action, regardless of the possibility of
12.3 any later proceedings or court proceedings. Final disposition includes a resignation by an
12.4 individual when the resignation occurs after the final decision of the government entity, or
12.5 arbitrator. In the case of arbitration proceedings arising under collective bargaining
12.6 agreements, a final disposition occurs at the conclusion of the arbitration proceedings, or
12.7 upon the failure of the employee to elect arbitration within the time provided by the collective
12.8 bargaining agreement. A disciplinary action does not become public data if an arbitrator
12.9 sustains a grievance and reverses all aspects of any disciplinary action.

12.10 (c) The government entity may display a photograph of a current or former employee
12.11 to a prospective witness as part of the government entity's investigation of any complaint
12.12 or charge against the employee.

12.13 (d) A complainant has access to a statement provided by the complainant to a government
12.14 entity in connection with a complaint or charge against an employee.

12.15 (e) Notwithstanding paragraph (a), clause (5), and subject to paragraph (f), upon
12.16 completion of an investigation of a complaint or charge against a public official, or if a
12.17 public official resigns or is terminated from employment while the complaint or charge is
12.18 pending, all data relating to the complaint or charge are public, unless access to the data
12.19 would jeopardize an active investigation or reveal confidential sources. For purposes of this
12.20 paragraph, "public official" means:

12.21 (1) the head of a state agency and deputy and assistant state agency heads;

12.22 (2) members of boards or commissions required by law to be appointed by the governor
12.23 or other elective officers;

12.24 (3) executive or administrative heads of departments, bureaus, divisions, or institutions
12.25 within state government; and

12.26 (4) the following employees:

12.27 (i) the chief administrative officer, or the individual acting in an equivalent position, in
12.28 all political subdivisions;

12.29 (ii) individuals required to be identified by a political subdivision pursuant to section
12.30 471.701;

12.31 (iii) in a city with a population of more than 7,500 or a county with a population of more
12.32 than 5,000: managers; chiefs; heads or directors of departments, divisions, bureaus, or
12.33 boards; and any equivalent position; and

13.1 (iv) in a school district: business managers; human resource directors; athletic directors
13.2 whose duties include at least 50 percent of their time spent in administration, personnel,
13.3 supervision, and evaluation; chief financial officers; directors; individuals defined as
13.4 superintendents and principals under Minnesota Rules, part 3512.0100; and in a charter
13.5 school, individuals employed in comparable positions.

13.6 (f) Data relating to a complaint or charge against an employee identified under paragraph
13.7 (e), clause (4), are public only if:

13.8 (1) the complaint or charge results in disciplinary action or the employee resigns or is
13.9 terminated from employment while the complaint or charge is pending; or

13.10 (2) potential legal claims arising out of the conduct that is the subject of the complaint
13.11 or charge are released as part of a settlement agreement.

13.12 This paragraph and paragraph (e) do not authorize the release of data that are made not
13.13 public under other law.

13.14 (g) For purposes of this subdivision, the status of a complaint or charge against a peace
13.15 officer, as defined in section 626.84, subdivision 1, paragraph (c), includes but is not limited
13.16 to the fact that the peace officer has been suspended with pay, suspended without pay, placed
13.17 on administrative leave, or terminated or otherwise separated from employment with a right
13.18 to appeal the decision or elect arbitration.

13.19 **EFFECTIVE DATE.** This section is effective the day following final enactment and
13.20 applies retroactively to personnel data on current and former peace officers created on or
13.21 after January 1, 2020.

13.22 Sec. 2. Minnesota Statutes 2018, section 541.073, subdivision 2, is amended to read:

13.23 Subd. 2. **Limitations period.** (a) Except as provided in paragraph (b), an action for
13.24 damages based on sexual abuse: (1) must be commenced within six years of the alleged
13.25 sexual abuse in the case of alleged sexual abuse of an individual 18 years or older; (2) may
13.26 be commenced at any time in the case of alleged sexual abuse of an individual under the
13.27 age of 18, except as provided for in subdivision 4; and (3) must be commenced before the
13.28 plaintiff is 24 years of age in a claim against a natural person alleged to have sexually abused
13.29 a minor when that natural person was under 14 years of age.

13.30 (b) An action for damages based on sexual abuse may be commenced at any time in the
13.31 case of alleged sexual abuse by a peace officer, as defined in section 626.84, subdivision
13.32 1, paragraph (c).

14.1 ~~(b)~~ (c) The plaintiff need not establish which act in a continuous series of sexual abuse
14.2 acts by the defendant caused the injury.

14.3 ~~(e)~~ (d) This section does not affect the suspension of the statute of limitations during a
14.4 period of disability under section 541.15.

14.5 **EFFECTIVE DATE.** This section is effective the day following final enactment and
14.6 applies to causes of action that arise on or after that date; causes of action that arose before
14.7 that date if the limitations period has not expired; and, notwithstanding any statutory or
14.8 common law to the contrary, retroactively to any causes of action that arose before that
14.9 date.

14.10 Sec. 3. **[541.155] PERIODS OF INVESTIGATION OF PEACE OFFICER NOT**
14.11 **COUNTED.**

14.12 (a) For purposes of this section, "peace officer" has the meaning given in section 626.84,
14.13 subdivision 1, paragraph (c).

14.14 (b) Any of the following, arising anytime after a cause of action accrued and during the
14.15 period of limitation, shall suspend the running of the period of limitation until the same is
14.16 removed:

14.17 (1) a criminal investigation of a peace officer for any conduct giving rise to the cause
14.18 of action;

14.19 (2) a criminal prosecution of a peace officer for any conduct giving rise to the cause of
14.20 action; or

14.21 (3) investigation by any political subdivision, state law enforcement agency, or the Board
14.22 of Peace Officer Standards and Training into allegations of misconduct by a peace officer
14.23 giving rise to the cause of action.

14.24 **EFFECTIVE DATE.** This section is effective the day following final enactment and
14.25 applies to causes of action that arise on or after that date; causes of action that arose before
14.26 that date if the limitations period has not expired; and, notwithstanding any statutory or
14.27 common law to the contrary, retroactively to any causes of action that arose before that
14.28 date.

14.29 Sec. 4. Minnesota Statutes 2018, section 573.02, subdivision 1, is amended to read:

14.30 Subdivision 1. **Death action.** When death is caused by the wrongful act or omission of
14.31 any person or corporation, the trustee appointed as provided in subdivision 3 may maintain

15.1 an action therefor if the decedent might have maintained an action, had the decedent lived,
15.2 for an injury caused by the wrongful act or omission. An action to recover damages for a
15.3 death caused by the alleged professional negligence of a physician, surgeon, dentist, hospital
15.4 or sanitarium, or an employee of a physician, surgeon, dentist, hospital or sanitarium shall
15.5 be commenced within three years of the date of death, but in no event shall be commenced
15.6 beyond the time set forth in section 541.076. An action to recover damages for a death
15.7 caused by an intentional act constituting murder may be commenced at any time after the
15.8 death of the decedent. An action to recover damages for a death caused by a peace officer,
15.9 as defined in section 626.84, subdivision 1, paragraph (c), may be commenced at any time
15.10 after the death of the decedent. Any other action under this section may be commenced
15.11 within three years after the date of death provided that the action must be commenced within
15.12 six years after the act or omission. The recovery in the action is the amount the jury deems
15.13 fair and just in reference to the pecuniary loss resulting from the death, and shall be for the
15.14 exclusive benefit of the surviving spouse and next of kin, proportionate to the pecuniary
15.15 loss severally suffered by the death. The court then determines the proportionate pecuniary
15.16 loss of the persons entitled to the recovery and orders distribution accordingly. Funeral
15.17 expenses and any demand for the support of the decedent allowed by the court having
15.18 jurisdiction of the action, are first deducted and paid. Punitive damages may be awarded as
15.19 provided in section 549.20.

15.20 If an action for the injury was commenced by the decedent and not finally determined
15.21 while living, it may be continued by the trustee for recovery of damages for the exclusive
15.22 benefit of the surviving spouse and next of kin, proportionate to the pecuniary loss severally
15.23 suffered by the death. The court on motion shall make an order allowing the continuance
15.24 and directing pleadings to be made and issues framed as in actions begun under this section.

15.25 **EFFECTIVE DATE.** This section is effective the day following final enactment and
15.26 applies to causes of action that arise on or after that date; causes of action that arose before
15.27 that date if the limitations period has not expired; and, notwithstanding any statutory or
15.28 common law to the contrary, retroactively to any causes of action that arose before that
15.29 date.

15.30 Sec. 5. Minnesota Statutes 2018, section 609.06, subdivision 1, is amended to read:

15.31 Subdivision 1. **When authorized.** Except as otherwise provided in ~~subdivision~~
15.32 subdivisions 2 and 3, reasonable force may be used upon or toward the person of another
15.33 without the other's consent when the following circumstances exist or the actor reasonably
15.34 believes them to exist:

- 16.1 (1) when used by a public officer or one assisting a public officer under the public
16.2 officer's direction:
- 16.3 (a) in effecting a lawful arrest; or
- 16.4 (b) in the execution of legal process; or
- 16.5 (c) in enforcing an order of the court; or
- 16.6 (d) in executing any other duty imposed upon the public officer by law; or
- 16.7 (2) when used by a person not a public officer in arresting another in the cases and in
16.8 the manner provided by law and delivering the other to an officer competent to receive the
16.9 other into custody; or
- 16.10 (3) when used by any person in resisting or aiding another to resist an offense against
16.11 the person; or
- 16.12 (4) when used by any person in lawful possession of real or personal property, or by
16.13 another assisting the person in lawful possession, in resisting a trespass upon or other
16.14 unlawful interference with such property; or
- 16.15 (5) when used by any person to prevent the escape, or to retake following the escape,
16.16 of a person lawfully held on a charge or conviction of a crime; or
- 16.17 (6) when used by a parent, guardian, teacher, or other lawful custodian of a child or
16.18 pupil, in the exercise of lawful authority, to restrain or correct such child or pupil; or
- 16.19 (7) when used by a school employee or school bus driver, in the exercise of lawful
16.20 authority, to restrain a child or pupil, or to prevent bodily harm or death to another; or
- 16.21 (8) when used by a common carrier in expelling a passenger who refuses to obey a lawful
16.22 requirement for the conduct of passengers and reasonable care is exercised with regard to
16.23 the passenger's personal safety; or
- 16.24 (9) when used to restrain a person with a mental illness or a person with a developmental
16.25 disability from self-injury or injury to another or when used by one with authority to do so
16.26 to compel compliance with reasonable requirements for the person's control, conduct, or
16.27 treatment; or
- 16.28 (10) when used by a public or private institution providing custody or treatment against
16.29 one lawfully committed to it to compel compliance with reasonable requirements for the
16.30 control, conduct, or treatment of the committed person.

17.1 Sec. 6. Minnesota Statutes 2018, section 609.06, is amended by adding a subdivision to
17.2 read:

17.3 Subd. 3. **Limitations on the use of certain restraints.** (a) A peace officer may not use
17.4 any of the following restraints:

17.5 (1) lateral vascular neck restraint;

17.6 (2) choke holds;

17.7 (3) neck holds;

17.8 (4) tying all of a person's limbs together behind the person's back to render the person
17.9 immobile; or

17.10 (5) securing a person in any way that results in transporting the person face down in a
17.11 vehicle.

17.12 (b) A peace officer may not use any other restraint that restricts free movement of a
17.13 person's neck or head for any purpose other than to protect the peace officer or another from
17.14 imminent harm.

17.15 **EFFECTIVE DATE.** This section is effective the day following final enactment.

17.16 Sec. 7. **[626.8272] PROCEDURAL JUSTICE; POLICIES REQUIRED.**

17.17 Subdivision 1. **Model policy required.** (a) By August 15, 2020, the board, in consultation
17.18 with interested parties, shall develop and distribute to all chief law enforcement officers a
17.19 procedural justice model policy to govern interactions between peace officers and community
17.20 members. At a minimum, the policy must require that peace officers:

17.21 (1) obtain consent before conducting searches of individuals in the absence of a search
17.22 warrant or probable cause;

17.23 (2) obtain written acknowledgment that consent has been sought from individuals that
17.24 the officer has requested to search under clause (1);

17.25 (3) identify themselves by their full name, rank, badge number, and command, when
17.26 applicable, to all individuals they have stopped;

17.27 (4) state the reason to the individual affected for any search requests, searches conducted,
17.28 or stops; and

17.29 (5) report to the officer's chief law enforcement officer relevant information related to
17.30 the encounter between the officer and the person affected.

18.1 (b) The model policy must specify the information required to be reported under
18.2 paragraph (a), clause (5), which, at a minimum, must include the individual officer's reason
18.3 for making the stop or conducting or requesting consent for the search and information
18.4 about the person encountered, including the person's gender, race, ethnicity, and approximate
18.5 age. In addition, the policy must specify how the information is to be summarized and
18.6 reported by chief law enforcement officers under subdivision 2.

18.7 Subd. 2. **Local policies required.** (a) By November 1, 2020, the chief law enforcement
18.8 officer of every state and local law enforcement agency shall establish and enforce a written
18.9 procedural justice policy governing the conduct of peace officers engaged in interactions
18.10 with community members. The chief law enforcement officer shall ensure that each peace
18.11 officer receives a copy of the agency's policy. The chief law enforcement officer also shall
18.12 ensure that each peace officer is aware of the policy's purpose and the conduct addressed
18.13 by the policy.

18.14 (b) The policy must, at a minimum, comply with the requirements of the model policy
18.15 adopted by the board under subdivision 1.

18.16 (c) Every state and local law enforcement agency shall certify to the board that the
18.17 agency has adopted a written policy in compliance with the board's model policy and shall
18.18 submit an electronic copy of the policy to the board. The board shall review each policy to
18.19 ensure compliance and post each policy on the board's website.

18.20 (d) The board shall assist the chief law enforcement officer of each state and local law
18.21 enforcement agency in developing and implementing procedural justice policies under this
18.22 subdivision.

18.23 (e) The chief law enforcement officer shall report a summary of the information described
18.24 in subdivision 1, paragraph (a), clause (5), as directed in the board's model policy.

18.25 **Sec. 8. [626.8434] WARRIOR-STYLE TRAINING PROHIBITED.**

18.26 Subdivision 1. **Definition.** For purposes of this section, "warrior-style training" means
18.27 training for peace officers that teaches that self-preservation of an officer is an officer's
18.28 highest priority or that trains peace officers to approach each interaction with a citizen as a
18.29 threat, or potential threat, to an officer's safety.

18.30 Subd. 2. **No continuing education credits or tuition reimbursement.** (a) The board
18.31 may not certify a continuing education course that includes warrior-style training.

18.32 (b) The board may not grant continuing education credit to a peace officer for a course
18.33 that includes warrior-style training.

19.1 (c) The board may not reimburse a law enforcement agency or a peace officer for a
19.2 course that includes warrior-style training.

19.3 Subd. 3. **Training prohibited.** A law enforcement agency may not provide warrior-style
19.4 training, directly or through a third party, to a peace officer.

19.5 Sec. 9. Minnesota Statutes 2018, section 626.8452, is amended by adding a subdivision
19.6 to read:

19.7 Subd. 1a. **Prohibition on use of certain restraints.** By January 1, 2021, the head of
19.8 every local and state law enforcement agency shall update and enforce the written policy
19.9 described in subdivision 1 to prohibit:

19.10 (1) the use of lateral vascular neck restraint;

19.11 (2) the use of choke holds;

19.12 (3) the use of neck holds;

19.13 (4) tying all of a person's limbs together behind the person's back to render the person
19.14 immobile;

19.15 (5) transporting a person face down in a vehicle; and

19.16 (6) the use of any other restraint that restricts free movement of a person's neck or head
19.17 for any purpose other than to protect the peace officer or another from imminent harm.

19.18 **EFFECTIVE DATE.** This section is effective the day following final enactment.

19.19 Sec. 10. ~~626.8474~~ **PROCEDURAL JUSTICE AND COMMUNITY INTERACTION**
19.20 **SKILLS; LEARNING OBJECTIVES.**

19.21 Subdivision 1. **Preservice training learning objectives; requirements.** (a) By August
19.22 15, 2020, the board shall prepare learning objectives as described in subdivision 3 for
19.23 preservice training to instruct peace officers in procedural justice and community-interaction
19.24 skills. The learning objectives must be included in the required curriculum of professional
19.25 peace officer education programs.

19.26 (b) An individual is not eligible to take the peace officer licensing examination or the
19.27 part-time peace officer licensing examination on or after July 1, 2021, unless the individual
19.28 has received the training described in paragraph (a).

19.29 Subd. 2. **In-service training learning objectives.** By August 15, 2020, the board shall
19.30 prepare learning objectives as described in subdivision 3 for in-service training to instruct

20.1 all peace officers in procedural justice and community interaction skills. The board shall
20.2 evaluate and monitor in-service training courses to ensure they satisfy the learning objectives.

20.3 Subd. 3. **Learning objectives described.** (a) The preservice and in-service learning
20.4 objectives required in subdivisions 1 and 2 must address the following:

20.5 (1) community policing and problem-solving skills;

20.6 (2) interpersonal and communication skills;

20.7 (3) bias awareness, including both implicit and explicit bias;

20.8 (4) scenario-based situational decision-making skills;

20.9 (5) crisis intervention and de-escalation skills;

20.10 (6) procedural justice and impartial policing techniques;

20.11 (7) trauma and victim-services skills;

20.12 (8) mental health issues;

20.13 (9) use of analytical research and technology; and

20.14 (10) language and cultural responsiveness skills.

20.15 (b) The board shall determine the parameters and total number of hours required for the
20.16 learning objectives required in this section.

20.17 **Sec. 11. [626.8475] DUTY TO INTERCEDE AND REPORT; POLICIES REQUIRED.**

20.18 Subdivision 1. **Duties; discipline.** (a) A peace officer must intercede when:

20.19 (1) present and observing another peace officer using force that is beyond that which is
20.20 objectively reasonable under the circumstances; and

20.21 (2) physically able to do so.

20.22 (b) A peace officer who observes another employee or peace officer use force that
20.23 exceeds the degree of force permitted by law has the duty to report the incident within 24
20.24 hours to a supervisor.

20.25 (c) A peace officer who breaches a duty established in this subdivision is subject to
20.26 discipline by the board under Minnesota Rules, part 6700.1600.

20.27 Subd. 2. **Model policy required.** By September 15, 2020, the commissioner of public
20.28 safety, in consultation with the board, the attorney general, and other interested parties,
20.29 must develop a comprehensive model policy to require peace officers to intercede to prevent

21.1 the use of unreasonable force and report incidents of excessive use of force. The policy, at
21.2 a minimum, must be consistent with subdivision 1. The board must distribute the model
21.3 policy to all chief law enforcement officers.

21.4 Subd. 3. **Agency policies required.** (a) By December 15, 2020, the chief law enforcement
21.5 officer of every state and local law enforcement agency must establish and enforce a written
21.6 policy requiring peace officers employed by the agency to intercede and report that is
21.7 identical or substantially similar to the model policy developed under subdivision 2.

21.8 (b) Every state and local law enforcement agency must certify to the board that it has
21.9 adopted a written policy in compliance with this subdivision.

21.10 (c) The board must assist the chief law enforcement officer of each state and local law
21.11 enforcement agency in developing and implementing policies under this subdivision.

21.12 Subd. 4. **Compliance reviews authorized.** The board has authority to inspect state and
21.13 local law enforcement agency policies to ensure compliance with subdivision 3. The board
21.14 may conduct this inspection based upon a complaint it receives about a particular agency
21.15 or through a random selection process. The board may impose licensing sanctions and seek
21.16 injunctive relief under section 214.11 for an agency's failure to comply with subdivision 3.

21.17 Sec. 12. **[626.892] PEACE OFFICER GRIEVANCE ARBITRATION SELECTION**
21.18 **PROCEDURE.**

21.19 Subdivision 1. **Definitions.** (a) For the purposes of this section, the terms defined in this
21.20 section have the meanings given them.

21.21 (b) "Commissioner" means the commissioner of the Bureau of Mediation Services.

21.22 (c) "Employer" means a political subdivision or law enforcement agency employing a
21.23 peace officer.

21.24 (d) "Grievance" means a dispute or disagreement regarding any written disciplinary
21.25 action, discharge, or termination decision of a peace officer arising under a collective
21.26 bargaining agreement covering peace officers.

21.27 (e) "Grievance arbitration" means binding arbitration of a grievance under the grievance
21.28 procedure in a collective bargaining agreement covering peace officers, as required by this
21.29 section or sections 179A.04, 179A.20, and 179A.21, subdivision 3, to the extent those
21.30 sections are consistent with this section.

21.31 (f) "Grievance procedure" has the meaning given in section 179A.20, subdivision 4,
21.32 except as otherwise provided in this section or to the extent inconsistent with this section.

22.1 (g) "Peace officer" means a licensed peace officer or part-time peace officer subject to
22.2 licensure under sections 626.84 to 626.863.

22.3 Subd. 2. **Applicability.** Notwithstanding any contrary provision of law, home rule
22.4 charter, ordinance, or resolution, effective the day following final enactment, the arbitrator
22.5 selection procedure established under this section shall apply to all peace officer grievance
22.6 arbitrations for written disciplinary action, discharge, or termination, and must be included
22.7 in the grievance procedure for all collective bargaining agreements covering peace officers
22.8 negotiated on or after that date. This section does not apply to any other public employees.

22.9 Subd. 3. **Roster of arbitrators.** The governor, in consultation with community and law
22.10 enforcement stakeholders, shall appoint a roster of no fewer than 25 persons specifically
22.11 suited and qualified by training and experience to act as arbitrators for peace officer grievance
22.12 arbitrations under this section. The governor shall exercise this power of appointment as
22.13 conferred by law. Arbitrator terms and roster requirements under Minnesota Rules, chapters
22.14 5500 to 5530, shall apply to the extent consistent with this section.

22.15 Subd. 4. **Arbitrator qualifications.** A person seeking appointment to the arbitrator
22.16 roster under this section must complete initial training on culture competency, racism,
22.17 implicit bias, and recognizing and valuing community diversity and cultural differences,
22.18 and must continue to complete the training as required during the person's appointment.
22.19 The commissioner may adopt rules establishing training and requirements for this purpose.

22.20 Subd. 5. **Selection of arbitrators.** The commissioner shall assign or appoint an arbitrator
22.21 or panel of arbitrators from the roster to a peace officer grievance arbitration under this
22.22 section on a random or rotating basis. The parties shall not participate in, negotiate for, or
22.23 agree to the selection of an arbitrator or arbitration panel under this section. The arbitrator
22.24 or panel shall decide the grievance, and the decision is binding subject to the provisions of
22.25 chapter 572B.

22.26 Subd. 6. **Interaction with other laws.** (a) Sections 179A.21, subdivision 2, and 572B.11,
22.27 paragraph (a), and rules for arbitrator selection promulgated pursuant to section 179A.04
22.28 shall not apply to a peace officer grievance arbitration under this section.

22.29 (b) Notwithstanding any contrary provision of law, home rule charter, ordinance, or
22.30 resolution, peace officers, through their certified exclusive representatives, shall not have
22.31 the right to negotiate for or agree to a collective bargaining agreement or a grievance
22.32 arbitration selection procedure with their employers that is inconsistent with this section.

22.33 (c) The arbitrator selection procedure for peace officer grievance arbitrations established
22.34 under this section supersedes any inconsistent provisions in chapter 179A or 572B or in

23.1 Minnesota Rules, chapters 5500 to 5530 and 7315 to 7325. Other arbitration requirements
23.2 in those chapters remain in full force and effect for peace officer grievance arbitrations,
23.3 except as provided in this section or to the extent inconsistent with this section.

23.4 **EFFECTIVE DATE.** This section is effective the day following final enactment.

23.5 **Sec. 13. GUIDELINES ON POSITIVE COMMUNITY INTERACTIONS.**

23.6 (a) The commissioner of public safety, in consultation with interested parties, shall
23.7 develop guidelines to encourage law enforcement agencies to implement changes in how
23.8 peace officers may interact more positively with community members. At a minimum, the
23.9 guidelines must address changes in the deployment of peace officers to allow officers to
23.10 rotate into and out of assignments so as to ensure that individual officers are not consistently
23.11 exposed to stressful situations.

23.12 (b) The commissioner shall report to the legislature on any recommended changes to
23.13 law or funding to better achieve the goals in paragraph (a).

23.14 **Sec. 14. MINNEAPOLIS PEACE OFFICERS; RESIDENCY REQUIREMENTS.**

23.15 Notwithstanding Minnesota Statutes, section 415.16, or provision of other law, home
23.16 rule charter, ordinance, resolution, or rule to the contrary, the city of Minneapolis may
23.17 require residency within the territorial limits of the city of Minneapolis as a condition of
23.18 employment as a peace officer. The residency requirement applies only to persons hired
23.19 after the date the requirement is imposed.

23.20 **EFFECTIVE DATE.** This section is effective the day after the governing body of the
23.21 city of Minneapolis and its chief clerical officer comply with Minnesota Statutes, section
23.22 645.021, subdivisions 2 and 3.

23.23 **Sec. 15. ST. PAUL PEACE OFFICERS; RESIDENCY REQUIREMENTS.**

23.24 Notwithstanding Minnesota Statutes, section 415.16, or provision of other law, home
23.25 rule charter, ordinance, resolution, or rule to the contrary, the city of St. Paul may require
23.26 residency within the territorial limits of the city of St. Paul as a condition of employment
23.27 as a peace officer. The residency requirement applies only to persons hired after the date
23.28 the requirement is imposed.

23.29 **EFFECTIVE DATE.** This section is effective the day after the governing body of the
23.30 city of St. Paul and its chief clerical officer comply with Minnesota Statutes, section 645.021,
23.31 subdivisions 2 and 3.

24.1 Sec. 16. **APPROPRIATION.**

24.2 (a) \$..... in fiscal year 2021 is appropriated from the general fund to the commissioner
24.3 of public safety for: (1) increased soft body armor reimbursements under Minnesota Statutes,
24.4 section 299A.38; (2) grants to law enforcement agencies for counseling services for peace
24.5 officers; and (3) grants to local units of government to establish and maintain citizen oversight
24.6 councils under article 1. Notwithstanding the maximum amount specified in Minnesota
24.7 Statutes, section 299A.38, the commissioner shall use the appropriation in clause (1) to
24.8 increase the state share and lower the local share for soft body armor reimbursements.

24.9 (b) \$..... in fiscal year 2021 is appropriated from the general fund to the Peace Officers
24.10 Standards and Training Board for costs associated with this act.