



## **21<sup>st</sup> CENTURY COMMUNITY-ORIENTED POLICING PHILOSOPHY**

The St. Anthony Police Department is committed to community-oriented policing with thousands of interactions with the public and the community annually. The department follows a 21<sup>st</sup> Century Policing Philosophy that includes building public trust and safeguarding officer well-being. We are committed to training that works toward proficiency in all aspects of police service and builds our capacity in areas of procedural justice and fair and impartial policing. In the past year, our department had over 1600 hours of officer training.

**The department remains committed to its vision and mission, and to its Strategic Plan, which includes:**

- Community partnerships and inclusion
- On-going review and updates of principles and practices
- On-going training (internally and externally) and professional development
- Focus on traffic and pedestrian safety
- Focus on crime prevention, intervention and suppression
- An employee wellness program
- Regular evaluation of accountability process
- On-going and forward-thinking recruitment, hiring and retention

## **ST. ANTHONY POLICE CULTURE OF WHOLE WELLNESS**

SAPD endorses a whole wellness culture of healthy body, mind and spirit, and provides resources and guides for officers and their families toward that objective. The program includes a three-pronged approach:

- **MIND:** An annual mental health checkup for every officer with a certified psychologist through department contracted service, as well as on-going opportunities for officers to address any additional needs or in the event of a critical incident.
- **BODY:** Officers are provided resources to workout, promoting wellness through physical health.
- **SPIRIT:** Our department chaplain pays informal visits and attends roll calls, and is available for our staff on an ongoing basis.

The department's **Early Intervention System (EIS)** helps to identify conduct or behavior and provide a remedy before potential problems arise.



## **EXTENSIVE & ON-GOING TRAINING CURRICULUM**

All officers are trained in accordance with MN POST Board requirements. This includes training objectives related to Crisis Intervention and Mental Illness Crises, Conflict Management and Mediation, Recognizing and Valuing Community Diversity and Cultural Differences, Implicit Bias, Autism, and Crimes Motivated by Bias.

In addition, officers train annually in Use of Force with a strong emphasis on De-Escalation and Crisis Intervention Team (CIT) training. Officers also attend training in the areas of leadership, crime scene management, emergency vehicle operations, firearms, duty to intervene, community engagement, hiring and retention strategies, among several others.

## **DEPARTMENT POLICY REVIEW**

The St. Anthony Police Department regularly evaluates and makes updates to policy as needed. Of note, the department made major revisions to the pursuit policy, use of force policy, officer complaint process, officer evaluation process, officer wellness program, the recruitment/hiring/promotional processes, and made a shift in focus from traffic enforcement to traffic safety. The department contracted with Lexipol for a complete overhaul and evaluation of all policies and officers train daily on policy via Daily Training Bulletins.

## **ST. ANTHONY POLICE DEPARTMENT ACCOUNTABILITY PROCESSES**

All St. Anthony Police Officers are trained in the use of Body Worn Cameras and policies. Additionally, the department uses an internal auditing process to ensure officer compliance, as well as monitoring and evaluating the program. The department was invited by the Center for Naval Analysis to present on our internal auditing process with a goal of assisting other police departments around the nation with the development of their own auditing process. The department has also presented at the Department of Justice's National Body Worn Camera Conference.

SAPD provides a complaint and commendation reporting process that is available through our website for easy access. All alleged misconduct statistics are provided to the MN POST Board and made publicly available on the department website.