

Maplewood Public Safety



Annual Report 2019



Service



Excellence



Integrity



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A Message from the Public Safety Director

Dear Elected Officials and Community Partners,

I am pleased to again present you with the 2019 Maplewood Public Safety Annual Report, which details the successes, challenges, and activity of our community's Police and Fire/EMS departments. After reviewing this report I think that you will agree that our public safety staff worked hard and accomplished a great deal in the past year.

In 2019, the Maplewood Police Department (MPD) added back two police officer positions that had been cut several years ago for budget reasons. With increasing police calls, our commitment to Community Oriented Policing, and our philosophy of having officers not just respond to calls but acting as "empowered problem solvers," this certainly has helped us to accomplish our mission. We also received a Minnesota Department of Commerce grant for a fully-funded position dedicated to investigating auto theft and thefts from auto cases. Detective Glen McCarty started in this position mid-year and has already dramatically improved clearance rates and investigations.

We also improved our officers' abilities to identify crime trends and problem solve. Through crime mapping and analysis, we can identify problems early and successfully mitigate crime and livability issues. This includes better identifying and assisting people going through a mental health crisis to neighborhoods theft issues to violent crime trends. Our officers are getting ahead of issues instead of just responding to calls.

One challenge police departments face is attracting and hiring talented officers to carry out our complex mission. Low-unemployment and fewer people interested in law enforcement careers have us more proactive in improved outreach and hiring practices. In 2019 our staff was active at recruiting events, collecting eligible candidates' contact information and making personal phone calls, encouraging them to apply when openings came about. One of our newest officers tells us that Maplewood was the only city that made him feel welcome. We have also used our Police Reserve and Community Service Officer units as a pipeline into the profession. As a result, several great new police officers have joined the department, many of whom are more reflective of our community. In the past three years, we have more than doubled our number of non-traditional police officers (women and people of color). We have piloted a similar cadet program in the Fire/EMS department.

Our Fire/EMS department had a busy and accomplished year as well. We are now a full-time department, with 30 cross trained firefighter/paramedics. In the year ahead, our Fire Chiefs will be working on a station realignment as recommended by an independent study of our overall operation. Please take a minute to read our fire chiefs' report on the following pages.

Finally, I am proud of Public Safety's community outreach work. We connected and gave back in a variety of ways. We attended and hosted dozens of community events, many attracting hundreds of people. We worked as a team to educate seniors, reached out to our rental communities, worked with multi-cultural and religious groups, and invested in relationships with our youth in important and impactful ways. We also gave back through mentoring youth, raising money for charity, organizing a blood drive, and working together to give holiday gifts and bicycles to deserving children. This level of dedication speaks to how our staff feel about our community and their willingness to go "above and beyond."

We would like to thank our elected officials and community for the continuing privilege to serve you. We also pledge that we will continue to live out the mission and values that reflect our deep commitment to safety for our community in 2020 and beyond.

Scott Nadeau
Director of Public Safety/Police Chief

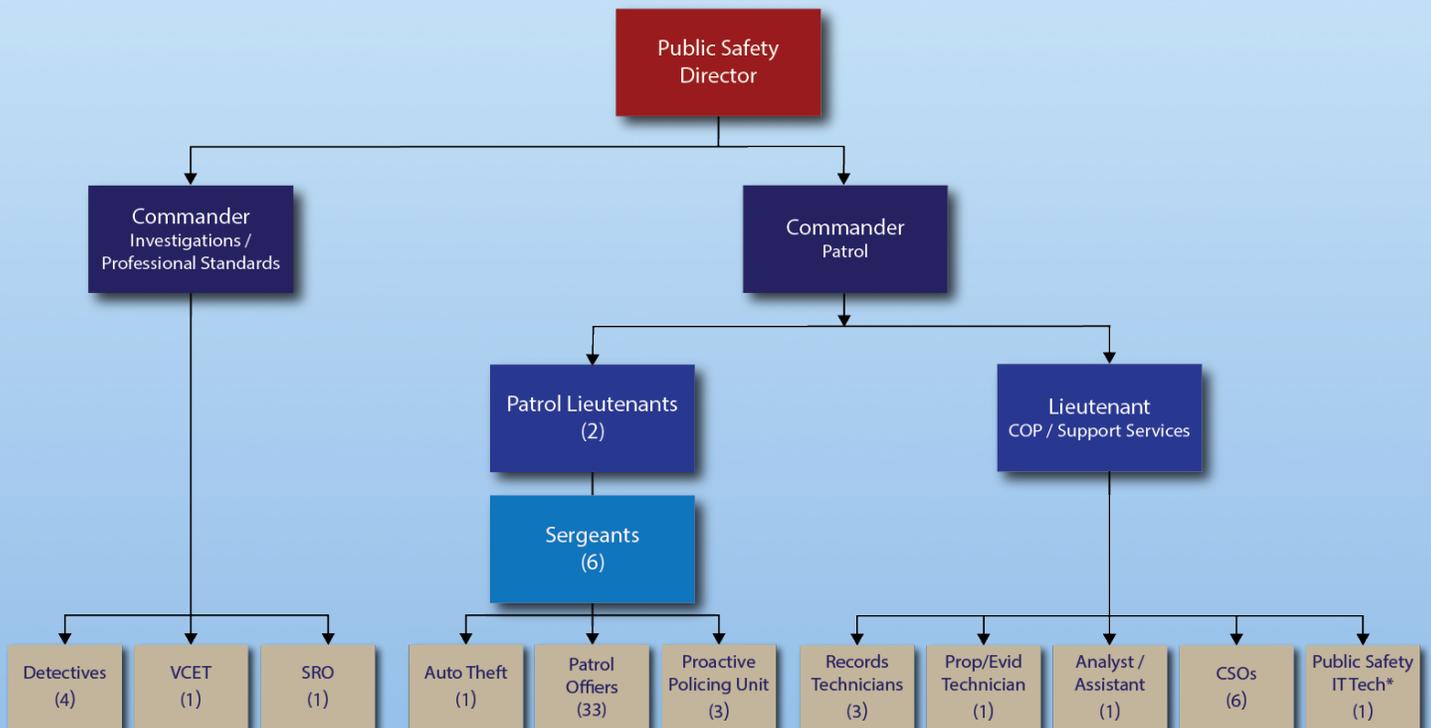


Maplewood Police Department

MISSION STATEMENT

The Maplewood Police Department, in partnership with its citizens, will work to solve problems relating to crime and the fear of crime, with the emphasis on meeting community needs.

Excellence
through Service



*Embedded in Police Dept., under the supervision of IT Director



A Message from the Fire & EMS Chiefs



2019 was another year of progress and accomplishment for the Maplewood Fire Department. We have added new faces, improved technology, enhanced training initiatives, increased community outreach and prevention activities and worked to build a more inclusive workforce. The fire department's call volume increased by 9% in 2019, most of the increase in demand involves EMS related incidents. In 2019, EMS related incidents represented just over 85% of the department call volume.



Steve Lukin
Fire Chief

The department made efforts to improve the reliability of our emergency vehicles in 2019:

- Purchased a 2019 fire engine which will replace an engine that is over 20 years old
- Purchased a 2019 ambulance that replaced an ambulance that was 21 years old
- Received a grant to purchase a new boat that replaced a boat that was over 30 years old

The department has begun efforts to implement recommendations from the 2017 consultant study and will look to take the next steps towards building a new fire station in 2020-2021 to ensure that our resources are appropriately allocated and to ensure that staff have a facility that meets their needs into the future.

Overall, 2019 was another successful year for MFD. We look forward to 2020 and commit to continuing to live by our motto; "Service Before Self" through emergency response, community risk reduction and community engagement while ensuring we continue to engage our staff to solidify our status as an employer of choice.



Michael Mondor
EMS Chief

Sincerely,

Steve Lukin
Fire Chief

Michael Mondor
EMS Chief

Maplewood Fire Department



Police Department Promotions

New Lieutenants



Lt. Brian
Bierdeman



Lt. Dan
Busack

In April of 2019, Sergeants Brian Bierdeman and Dan Busack were promoted to the rank of Lieutenant. These were two new positions created in the Maplewood Police Department to address succession planning and to ensure that our patrol staff have the necessary support and tools needed to be successful. Since their promotion, they have been heavily involved in strategic planning, problem solving initiatives, community outreach, and new officer recruitment and hiring. They both look forward to ensuring that the Maplewood Police Department is on a path toward great things through collaboration with the community and that it is a destination for new police officers.



Sgt. Michael
Hoemke

Promoted to Sergeant

Michael Hoemke was promoted to Sergeant in November, 2019. He was hired as an officer in December, 2013.

Fire/EMS Department Hires Three Cadets to Build the Bench; diversify our ranks

One of the fire department's strategic plan is to be an employer of choice. An element of this objective is to create opportunities to establish a more inclusive workplace. Historically, the fire department has struggled to recruit candidates that come from diverse backgrounds. While this problem is not unique to Maplewood, the city and the department have taken several steps to develop a workforce that is more reflective of the community it serves.

In 2019, the fire department created the Fire/EMS cadet position. This entry level position creates a career pathway for those interested in exploring a career in Fire/EMS. While in this position, cadets will be expected to progress through firefighter training, emergency medical technician training and ultimately paramedic school. Successful cadets will be prepared to enter the career field full-time.

The fire department worked with several partners to effectively recruit for this position. Highlights include working with the city's M.O.R.E. Team (Maplewood Organization for Racial Equity) to host a career exploration event for students from diverse backgrounds. The department also partnered with the Minneapolis Fire Department and Hennepin EMS to participate in a recruiting event as part of their EMS Pathways program.

After an extensive search process, the fire/EMS department hired three cadets who will start in early 2020. The department recently created the cadet position in part to help attract people from cultures and backgrounds underrepresented among the firefighting ranks.

While in this position, cadets will be expected to progress through firefighter training, emergency medical technician training and ultimately paramedic school. Successful cadets will be prepared to enter the career field fulltime. We are hopeful this initiative will help us become a more inclusive workplace and an employer of choice.



Police Retirements/Departures

- Sergeant Paul Bartz , 23 Years of Service, Retired
- Officer Scott Langner, 16 Years of Service, Retired
- Officer John Carnes, 6 Years of Service, Retired
- Officer William Sypniewski, 14 Years of Service, took other employment
- Officer Jared Peterson, 3 Years of Service, took other employment
- Theresa Corcoran, Records Specialist, 20 Years of Service, Retired
- Nick Krekeler, CSO, left Maplewood to pursue another employment opportunity
- Mackenzie Hanson, CSO, left for personal reasons
- Matthew Swanson, CSO, left to pursue another employment opportunity



Police New Hires

Police Officers sworn-in in 2019

Gustavo Perez



Noah Swetala



Nicole Sparks



Dan Peters



Tuoyer Xiong



Connor Salchow

CSO's hired in 2019

Ram Kharel
Bernardo Sepulveda
Matthew Swanson
Abdirizaq Mumin
Jay Thao

Civilian Staff

Marie Koran,
Record Specialist
Jason Kuchenmeister,
Property & Evidence Tech

K9 - Ronan

Community Service Officers - Building the Bench

The police department continues to "build the bench" through our community service officer (CSO) and Reserve Officer programs. These officers tackle administrative tasks, take non-criminal reports, help with traffic control at events and provide animal control services. While Reserves serve indefinitely and are unpaid, CSOs are part-time with a three-year limit for employment. CSOs are required to either be in school for law enforcement or be eligible to be hired as a police officer. Over the last two years, we have hired four of our community service officers and one Reserve as police officers. Both positions provide valuable experience working in a police department and allows the department to evaluate on a real-world basis how well these officers work or fit with the department.



Fire/EMS Retirements/Departures

- Sam Perry, 1 year of Services, pursue another employment opportunity
- Charlie Smith, 1 year of Services, pursue another employment opportunity

Fire/EMS Department Promotions

- Captain Rich Dawson: (Firefighter/Paramedic) 20 years of Service with the City of Maplewood



**Cpt. Rich
Dawson**

New to the Maplewood Fire Department

- Firefighter/Paramedic Jordan Wardell enjoys giving back to the community and helping people in need. Over the past 13 years, he has served as both a Firefighter for the City of North St. Paul and as a Paramedic for Hennepin County.
- Firefighter/Paramedic Charles Barrette comes to the Maplewood Fire Department with more than 28 years of service as a Volunteer Firefighter, with the last 2 years as the Fire Chief in St. Joseph, WI. Charles served 22 years as a paramedic supervisor for Hennepin County EMS.
- Firefighter/Paramedic Michael Martin has been in the fire service for nine years, serving with Woodbury Fire Department since 2010. Michael has authored several textbooks, including one on emergency first aid fundamentals.

Jordan Wardell

Charles Barrette

Michael Martin



Police Department Awards *Honoring our staff's achievements*

Our efforts to community build, be proactive problem solvers and better train to deescalate situations where people are in crisis are paying off. Here are several examples where our staff have been recognized for their work.

Suicide Prevention Cases

- Officer Jay Wenzel received a Special Commendation to stop a man from committing suicide. Six others received letters of recognition for their contributing efforts. Congratulations Officers Mark Aldridge, Brett Kroll, Glen McCarty, and Lonn Bakke; and Sergeants Kevin Johnson and Michael Dugas.
- Detectives Ryan Parker and Jason Marino came across a suicidal woman on a St. Paul bridge. Det. Parker established a connection with the woman while Det. Marino coordinated additional resources to the scene. Both spent many hours on the bridge with the woman in an effort gain her trust and talk her back to safety. Detective Parker received a Commendation and Detective Marino received a letter of recognition.
- Officer Tony Gabriel received a letter of recognition for strategically thwarting the efforts of a suicidal female on a bridge. Acting Sergeant Derek Fritze received a letter of recognition for proactively thwarting suicidal efforts by the same female saved by Officer Gabriel just the day before.

Community Outreach

- Sergeant Paul Bartz received a Commendation award for his focused efforts on multi-family housing community outreach events and problem-solving efforts.
- Officers Marcus Forsythe and Emily Burt-McGregor received a letter of recognition for their continued efforts of problem-solving at a multi-family residence with continued public safety and quality of life concerns. This effort was featured in the October 2019 issue of Minnesota Police Journal Magazine.

- Officer Gustavo Perez received a letter of recognition for identifying, planning, and executing a large multi-family residence community outreach event, in spite of being a new officer in the field training program.
- Officer Connor Salchow received a letter of recognition for his planning and execution of a successful community outreach event “Cops and Bobbers,” in spite of being a new officer in the field training program.
- Records Specialist Jennifer Hendricks received a letter of recognition for supporting community outreach events, successfully increasing personnel’s recorded hours of service and exceeding the department’s set goal as a result.

Innovations and Collaboration

- Sergeant Mike Nye received a Commendation award recognizing his outstanding work on two very intensive and successful projects. Coordinating with the Ramsey County Chiefs of Police Association, he developed a proposal to help establish a unit through the Ramsey County Sheriff’s Office to process major crime scenes for local agencies. It appears this concept will come to fruition. He also worked with several area auto dealers securing a grant that fully-funds an auto theft detective position for two years.

Calm Under Pressure

- Officers Brian Tauzell and Connor Salchow received a Commendation award and letter of recognition respectively for their response to an active shots-fired scene with multiple gunshot victims, effectively securing the scene while providing first aid.

Citizen Awards

- Two of our citizens intervened, putting their own safety at risk, to save a boy being attacked by dogs. Congratulations: Evelyn Hanson-Florin and John Lee III.

Fire Department Awards

Life Saving Award

- Firefighter/Paramedics Powers, Lander, Perry, Firefighter/EMT Danley, Captain Dabruzzi, Acting Captain Crawford, Battalion Chief Conway were recognized for their life saving efforts by relieving an airway obstruction of an elderly male, saving his life.

Medal of Commendation

- Firefighter/Paramedics Halweg and Hawthorne responded to a shooting at a nightclub. Upon arrival they were encountered with a chaotic crowd of people and found an adult male shot in the neck. Halweg and Hawthorne put themselves in harm’s way and acted immediately to control the bleeding and stabilize the patient. Their actions, in an uncontrolled and potentially volatile environment saved a young man’s life and they were awarded the department’s Medal of Commendation.



Police Training

Crisis Intervention Training (CIT)

The police department continued to prioritize Crisis Intervention Training (CIT) in 2019, with 18 more officers having attended the course. Now, 39 of Maplewood's sworn officers have attended. CIT is a 40-hour course focused on successfully de-escalating persons experiencing crisis, be it influenced by mental illness, developmental disability, chemicals, anger, or a combination of elements. In addition to classroom instruction provided by mental health & chemical dependency professionals, the course is highly interactive, using professional actors in scenarios each student-officer must work through.



Pursuit Intervention Technique (PIT)

PIT is a vehicle intervention tactic intended to end vehicle pursuits safely, before they unduly endanger the public and pursuing officers. PIT training was identified as a priority by the police department use of force workgroup, and the department has been working to ensure each officer receives such training. Emergency vehicle operations training must be completed each 5 years, so scheduling of officers attending this training is being spread out over several years. Four officers were PIT trained in 2019, for a police department total of 29 officers having received the training to date.

Fire/EMS Training

Mental Health Training

All fire department employees completed Mental Health Awareness training to better prepare our emergency responders on calls where mental health issues arise. Training included a basic overview of a number of common mental illnesses and de-escalation methods through role-laying exercises.

Cross Training with Xcel

The fire department partnered with Xcel Energy at their Hugo training facility to learn more about emergencies involving natural gas and electrical equipment. One simulated exercise included mitigating a gas leak while ensuring community safety.



Emergency Vehicle Training

Emergency driving is statistically one of the most dangerous aspects a Firefighter/EMS professional's job. Therefore, we train extensively on each rig our staff drives. Our Emergency Vehicle Operations Course (EVOC) goes beyond industry standards to ensure Maplewood Firefighter/Paramedics are equipped to safely and effectively do their jobs.

Cancer Prevention Training

The Minnesota Firefighter Initiative (MnFIRE) is dedicated to providing Minnesota's firefighters with the tools they need to prioritize and protect their health by focusing on the three health problems most commonly experienced by those in the fire service: cardiac, cancer and emotional wellness. This initiative provides firefighters and their families with resources to educate about, prevent and treat the common illnesses among firefighters, empowering them to make good decisions. Maplewood Fire is taking the lead in protecting and empowering our members to have the best work life and retirement possible.

Public Safety Wellness

From internal wellness to cutting excessive nuisance calls, the Department of Public Safety initiated several programs to help improve community safety.

2019 brought a successful year for the Maplewood Public Safety through wellness. The percentage of fire and police personnel continues to increase over the course of time and is now exceeding 90% participation. In addition, the fire department has been the holder of the Wellness Trophy twice through participation in various wellness initiatives.

Public Safety Department personnel have been devoted to not only professional wellness but personal as well by improving nutritional, physical, and emotional aspects through dinners, workouts, and team building activities.

As we look ahead to 2020, we are looking to continue improving the triad of wellness (nutritional, physical, emotional) to help ensure a healthy and safe crews in order to continue providing the best service to our citizens and community members.



Mental Health Outreach Team

From starting a mental health outreach team to working to cut excessive nuisance calls, the Department of Public Safety initiated several programs to help improve community safety.

Mental Health Outreach

The Maplewood Department of Public Safety launched an initiative in 2019 to help those suffering from mental illness. The Mental Health Outreach Team (MHOT) is a joint police and fire initiative partnering specially trained police officers and community paramedics to conduct outreach to those suffering from mental illness who do not have services or support. Currently, the team is comprised of three fire department staff and five police staff members.

The goal of MHOT is to connect those in need with definitive services. This intervention allows the patients to get the help they need and return to being productive members of society. By stabilizing the patients they use fewer emergency services and, more importantly, they are hopefully avoiding a preventable tragedy.



According to Emergency Medical Services Chief Mike Mondor and Police Sergeant Mike Dugas, the current mental health system can be difficult for those suffering from mental illness to navigate. There are many people working on the issues surrounding mental health including health management organizations, insurance companies, county and state agencies, and many non-profits. According to Mondor and Dugas, the communication between these groups can be difficult and sometimes patients in need fall between the cracks. That's where our group comes, we work the patients in our community to establish or reestablish long term care and support.

Chief Mondor and Sergeant Dugas said the learning curve on the mental health programs and program interactions is steep, but they are making progress. In 2020, they look forward to expanding the program and providing education and assistance to some of the community's high-use group homes, which they believe will help free up valuable resources for other areas of public safety.

If you have questions regarding the Mental Health Outreach Team, contact Chief Mondor at Michael.mondor@maplewoodmn.gov or Sergeant Dugas at Michael.dugas@maplewoodmn.gov.



Police Strategic Plan

In 2019, the Maplewood Police Department ensured its strategic plan involved input from several key stakeholder groups, including the school district, business leaders, and other city departments that work directly with the community. This helped align our outcomes with the community needs.

While meeting our objectives in all categories, we made significant gains in the areas of problem solving and community outreach. To remain accountable, the committee reviewed the plan quarterly.

The 2020 strategic plan also involved a variety of community members and stakeholders to ensure it remains a reflection of the whole community's needs and goals.

The 2019 plan consisted of six strategies:

1. Problem Oriented Policing
2. Community Oriented Policing
3. Communication
4. Accountability
5. Training/Equipment
6. Wellness.



Fire/EMS Strategic Plan

Thanks to close adherence to our 2019 strategic plan, the Fire/EMS Department saw an increase in data analysis to help drive operational and financial decisions. We also focused on reducing non-emergency call demand, increased community outreach, increased staff training and professional development, and enhanced our wellness efforts. We continue working toward creating a more inclusive workforce, with improved staff engagement.

Elements of the 2020 strategic plan include

Effective Emergency Response (Operational Effectiveness)- Take reasonable response action and steps to reduce harm and minimize damage in an emergency.

Employer of Choice (Operational Effectiveness)- Offer a superior work culture that includes respect and commitment while creating a safe workplace that will attract, optimize and retain top talent.

Tell Our Story (Integrated Communication)- Increase the intended audience's knowledge and awareness of the department's rich history and commitment to service while addressing public safety issues through clear communications both internally and externally.

Reduce Risk and Prevent Harm in the Community (Operational Effectiveness)- Identify risks in the community and proactively work to protect the lives and health of individuals and society by enhancing protective factors.

Financial Responsibility and Sustainability (Financial Sustainability)- Take actions to identify and quantify the department's resources while responsibly accounting for all expenditures.

The strategic planning committee meets quarterly to ensure all aspects of the plan are on track and that the department is accountable for completing initiatives described in the plan. We look forward to continuing to build the professionalism of our department in 2020.



New Ordinance Leading to Fewer Nuisance Calls

In 2019, the Police Department worked on implementing the City Council's Excessive Calls for Service Ordinance to curb quality of life problems. These range from loud music to people arguing or large groups of people being loud or causing disruptions.

It's generally been successful. The idea is to send an initial warning letter and work on an action plan. Those with a second nuisance call receive a follow up letter. Additional letters result in fines.

Here are the results for the first year:

- 94 first violation letters
- 16 second violation letters
- 10 third violation letters
- 21 fourth or more violation letters

As you can see with the big decrease in first to second letters, many property owners are getting the message and have been cooperative partners. The stubbornly high number of fourth or more letters have been isolated to a small number of problem properties and we're stepping up enforcement measures.

Home Safety Visits

In 2019 the fire department continued offering home safety visits to the citizens of Maplewood. This program offers a free home safety inspection where fire staff will install smoke detectors and stove top fire extinguishers as needed, free of charge.

This September, the fire department teamed up with the American Red Cross and Xcel Energy to canvas the Beaver Lake Estates Community. On this "Day of Service" representatives from the fire department, the American Red Cross and Xcel Energy visited 48 homes and installed 84 smoke alarms. This was a great example of teamwork and collaboration from all 3 organizations!



This initiative will continue in 2020. If you would like to schedule a free home safety visit, please contact Administrative Assistant Ching Lo to schedule an appointment at 651-249-2801 or ching.lo@maplewoodmn.gov

Heartsafe Community

In 2019 the Fire/EMS Department earned a Heartsafe Community Designation from the Minnesota Department of Health. Over the past few years the fire department trained over 2,600 people in hands only CPR, located public access AED's, coordinated with schools to ensure CPR and AED's were part of their emergency response plans and worked with our police department to equip all emergency response vehicles with life-saving equipment. We want to ensure the community has the necessary tools to jump into immediate action and will continue to offer free CPR training and explore opportunities to enhance access to AED's in the community. These efforts will help increase cardiac arrest survivability in Maplewood.



Pulsepoint - A Lifesaving App

Expanding our cardiac response efforts, Maplewood Fire/EMS partnered with the Ramsey County Fire Chief's Association and the Ramsey County Emergency Communications Center to launch Pulse-Point. It's a free mobile app that alerts CPR-trained citizens about nearby cardiac arrest victims in public places. The lifesaving technology also points citizens to the nearest AED.



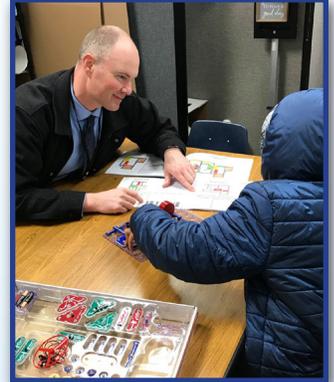


Each year in Maplewood bystander CPR and AED placement have directly saved people's lives. Unfortunately, too many times people in need of CPR must wait those precious minutes for trained professionals.

Minnesota, and Ramsey County specifically, are among the best places to live if you go into cardiac arrest because of our sophisticated pre-hospital emergency response systems and cardiac centers of excellence hospitals. These systems are not nearly as effective without community involvement and a community-based response.

Launching our Big Brothers Big Sisters program

The start of the school year brought the beginning of the police department-led Big Brothers Big Sisters program at Weaver Elementary school. Nearly 30 city staffers, mostly from police and fire/EMS, volunteered to be big brothers or sisters. Bigs spend one hour a week with their matched little brother or sister working with them on fun projects, school work, or just being there for them. The school identified children for the program and sought parental/guardian approval for participation. City volunteers also went through a background check and interview to ensure a safe match that would be compatible for both the Big and Little. We'd like to thank the National Football League, which provided a grant to help pay for the program's administrative costs.



Maplewood Public Safety Community Outreach

Multi-Family Housing Events

Throughout the Summer of 2019, the Maplewood Police Department hosted six large scale multi-housing events throughout the community. These gatherings allowed our public safety team to meet community members that might not normally come to a major city event. At each one, we served food, played games with the children and spent time talking informally to community members. We also teamed up with other public and nonprofit partners that provide services to these communities, including Ramsey County Public Health and Metro Transit.

Recently retired Sgt. Paul Bartz was very instrumental in the planning and execution of these community events with hundreds of people in attendance at each one of them. In addition to current Maplewood Public Safety staff, Sgt. Bartz reached out to retired staff as well who were very excited to come back and be a part of the Maplewood community once again.

The locations of these events were:

- 1) Emma's Place - 2163 Van Dyke St
- 2) Rolling Hills Park - Century Av and Ivy Av
- 3) Maple Pond Apartments - 1816/1854 Beebe Rd
- 4) Mississippi Street Apartments - 2000-2160 Mississippi St
- 5) Golden Star Apartments - 315-321 Larpenteur Av
- 6) Silver Ridge Apartments - 2330-2380 Stillwater Av



Bike Rodeo 2019



Maplewood Public Safety kicked off this year's community outreach events with the annual Bike Rodeo on a beautiful night in May. It included a bike agility course with bike safety inspections, road safety education, helmet fitting and helmet giveaways, and a bike parade. Participants also enjoyed a night of food, fire truck and ambulance tours, and car seat education provided by Regions Hospital.

Community Outreach - Bike Giveaway

We teamed up with Weaver Elementary, John Glenn Middle School and Maplewood Middle School to donate over 40 unclaimed bikes from the Police Property and Evidence Unit. Staff from each school worked with parents to identify students in need. To make sure all of the bikes were in good working order, we teamed up with Jack Carlson and his team from Strauss Skate and Bike for repairs and clean-up. Thanks to Maplewood Public Works who helped deliver and unload bikes and Maplewood Fire/EMS who fitted the students with free helmets.



Public Safety Roadshow for Seniors

During its inaugural year, the Public Safety Roadshow reached more than 400 seniors and their adult children at 20 different stops. This collaboration between Police and Fire/EMS aimed to educate senior citizens on fall and fire safety along with elder abuse and financial scam information.

Battle of the Badges

The second annual Public Safety "Battle of the Badges" took place in April. This friendly competition between the Police and the Fire Department attracted over 60 participants, and together Police and Fire collected 54 pints of blood. The Fire Department won this annual giving event once again with a vote of 27-23. Thank you everyone who participated, and see you again in April 2020.



Fire Department Open House

This year's Open House kicked off Fire Prevention week. Despite the rain, more than 150 people visited the fire station and learned about fire safety. Visitors had a chance to participate in activities that taught how to put out a fire, how to perform CPR, and much more. Additionally, Sparky made an appearance and made the day for many kids and some adults.



Fire Prevention Month



During the month of October, the MFD visited over 10 local schools to talk about fire hazards and fire safety to nearly 490 students. The MFD gave out more than 500 junior red firefighter helmets and plenty of brochure with great information on fire safety.

Operation Christmas Child

Maplewood Public Safety participated in Operation Christmas Child, where they helped package boxes for kids in need with hopes to make Christmas great for children in the community.



Teaming up with Local Businesses

Maplewood Public Safety was invited in to provide basic life-saving training to local businesses throughout the year. Other times, the MFD was invited to events organized and hosted by local businesses as a token of appreciation.

Charitable Outreach

Giving back to the Community

In addition to the Public Safety Department's formal Community Outreach and Engagement, we also support many charitable events throughout the year.

Maplewood Officers and Firefighter/Paramedics have helped raise money at several Special Olympics MN events, including the Polar Plunge (#Baconbits), "Tip-a-Cop" at Crooked Pint Ale House and "Cop on a Rooftop" at Dunkin'. Police officers also participated in the Torch Run for the Special Olympics opening ceremony.

We delivered Meals on Wheels, rang the Salvation Army bell, and sponsored the Maplewood Holiday Giving Tree.

Holiday Giving Tree

We organized a holiday giving tree which benefited 45 underprivileged children from 3 Maplewood elementary schools.



Maplewood Police 2018 Use of Force Report

The Maplewood Police Department is committed to being transparent and accountable. As part of this transparency and accountability in 2019 we published a Use of Force Summary Report covering all 2018 incidents.

The report highlighted Maplewood Police Officers use an extremely low amount of force. For example in 2018 there were 34,908 calls for service and a total of 1,901 arrests made; however, there were only 26 uses of force which is .07% of all calls. The report credited the low use of force to our extensive training which includes Crisis Intervention training, de-escalation and conflict management, and internal training conducted by the training staff.



Fire Station Re-alignment - *Transitioning our Fire/EMS service for the future*

Maplewood's Fire/EMS needs are changing with population shifts, including serving a growing senior population and more people with chronic illnesses. As we have been saying, more than 85% of our calls are medically related. That has led us to make several shifts in service, including the re-alignment of our stations.

This past September, City Council approved the consultant and staff recommendations to consolidate into a two-station delivery model. This includes a new fire station on the North Side that will improve overall efficiency and cut redundancy in service. Our recommendation was based on a vigorous examination of our current operation, projection of future needs, consultation with our citizen-led Fire/EMS taskforce, and several community-based outreach opportunities.

We are currently working with an architect to conduct a fire station needs assessment and design recommendations. Department and city staff have been working diligently to develop a transition plan that will be presented to City Council in mid-2020. Our goal is to be fully operational two-station model by late 2021.



This process started several years ago. In 2017, the City hired Fitch & Associates to conduct a Fire Station Location and Operational Review. One of the recommendations was to transition from a combination (full-time/part-time) department to a completely full-time department. In 2018, we successfully completed that transition. Another recommendation was to cease operating out of the Central Fire Station and reallocate resources from the Central Fire Station to a new North Fire Station.

Fire/EMS currently operates out of three stations. In order to continue a three-station operation, the Central Station (Gladstone) would need several million dollars in renovations and the North Fire Station (Hazelwood) would need to be completely torn down and rebuilt.

- The department's historical response (travel) time performance was 8.3 minutes with the three-station configuration.
- Based on historical performance, the consultants recommended that the department aim for an 8-minute response (travel) time for 90% of the incidents.
- The consultants found the department could cover 96% of the incidents in 8 minutes or less utilizing only the North and South Fire Stations.
- Continuing to operate the Central Station would improve performance by less than 1 percent.
- In other words, the Central Station is duplicated for 99% of the response areas within 8 minutes

Police Fleet Service Volunteers

When you see a well-maintained Maplewood squad car rolling through the community, what you don't see is the work that three residents have already done before the officer leaves police garage.

These dedicated residents volunteer to help maintain our fleet of 20 marked and 6 unmarked vehicles. They save staff time by delivering squad cars to various locations for maintenance, washing the exterior and interior, checking and restocking supplies, and other vehicle-related needs thorough the year.

Last May, we honored volunteer James Edens with the Sergeant Joe Bergeon Community Service Award for his dedication to the department. Edens passed away in August 2019 and he is missed personally and by the department.

Our dedicated volunteers are Maplewood residents Greg O'Connor and Ed Mackey.



Police Reserve Unit Helps Enhance our Capacity



Our Maplewood Police Reserve Unit saved the City more than \$150,000 of staff and salary time last year and helped expand our public safety reach. The 18-officer unit provided traffic control for several major events, including the 4th of July celebration and Citywide clean up, assisted at the scene of investigations, met with crime-watch groups and participated in community outreach initiatives.

While most of our reserve officers work other full-time jobs or are retirees, the unit has also become a training ground for people interested in becoming a full-time sworn officer. It allows them to receive on-the-job training and provides us with an applicant pool already familiar with the city and our department culture.

Here are highlights of their accomplishments:

- 99 patrols over 745 hours, logging 8500+ miles
- 600+ property checks, community policing visits, and PPVs
- 125 officer assists
- 72 prisoner transports

Administrative Volunteers

A big thanks to our two administrative volunteers, Anne Gravelle and Kathy Welchlin, whose help allowed our paid records staff to concentrate on higher level work. They did things like scan documents and print crime victim letters. Since one of these volunteer's left for personal reasons, we're hoping to bring one or two more on during 2020.



Police Department History

- **1954-1955** - New Canada town board appoints first part-time chief, Leonard Pepin and two part-time officers, begins the transition away from the constable system. Officers use their own vehicles for patrolling.
- **1955** - New Canada town board removes constables' arrest power. This is considered the beginning of a formal police department.
- **1957** - New Canada Township changed to the Village of Maplewood, hence forming the Maplewood Police Department.
- **1961** - Richard Schaller appointed as Chief
- **1962** - A Maplewood Police Officer's salary was \$425/month. Officers were required to purchase their own handguns, typically .38 specials and .357 magnums.
- **1967** - Mrs. Pat Ferrazzo becomes Maplewood's first female officer, worked mostly desk duty. In **1977**, she won a law suit against the city for discrimination and unequal pay.
- **1970** - Maplewood PD becomes a 14-officer department
- **1975** - Officers begin cross training as paramedics, becoming Minnesota's first police/paramedic program.
- **1977** - K-9 Program started with officer Dick Lang and Laddi, a German shepherd.
- **1981** - First in-house computer system implemented
- **1982** - Richard Schaller dies, while still serving as police chief - Ken Collins hired as Chief
- **1992** - D.A.R.E Program implemented in Maplewood Schools
- **1993** - Bike patrols begin



- **1994** – PD hosts first National Night Out in Wakefield Park. By the summer of 2019, this had become a citywide event with more than 60 parties.
- **1998** – Don Winger becomes police chief
- **2002** – Dave Thomalla becomes police chief, First Tasers added
- **2009** - North St. Paul Officer Richard Crittenden shot and killed. Maplewood Police Officer Julie Olson exchanges gunfire with the suspect, killing him. She is shot in the wrist, later awarded the department's metal of honor.
- **2010** – Sergeant Joe Bergeron shot and killed. After fighting off an attack, Officer Longbehn shot the suspect, killing him. St. Paul Police later captured a second suspect connected to the fatal Bergeron shooting.
- **2012** – Ford stops production of the Crown Victoria, a common police vehicle
- **2013** - Paul Schnell appointed chief. In 2015, he becomes the City's first Public Safety Director, overseeing both the police and fire/EMS departments
- **2017** – Body cameras implemented
- **2017** – Chief Scott Nadeau appointed Maplewood's second Public Safety Director
- **2019** – MPD had an authorized strength of 55 sworn officers, 11 non-sworn staff (5 full-time support staff, and 6 part-time community service officers).
- Department responds to approximately 36,000 calls for service a year.

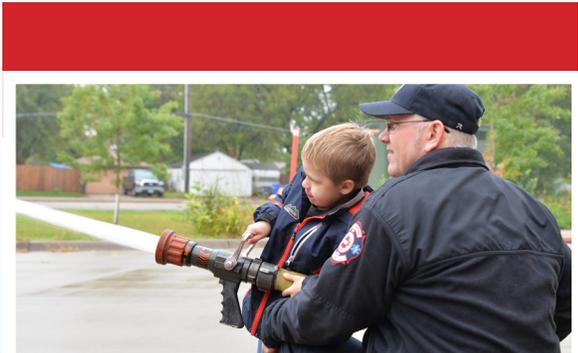


Fire Department History

- **1944** - Gladstone Fire Department incorporated
- **1944** - Gladstone FD goes on first run (grass fire, 1794 Flandreau St.)
- **1947** - East County Line Volunteer Fire Department incorporated
- **1959** - Maplewood begins contract with Parkside Volunteer Fire Department.
- **1997** - Maplewood Fire Department officially formed by combining Gladstone, East County Line and Parkside fire departments, which served our Fire/EMS needs since 1942. Chief Steve Lukin appointed to head the new department.
- **2002** - First 6 full-time firefighter/EMTs hired from the existing paid-per-call firefighters.
- **2005** - City transfers paramedic program from the police department to the fire department. Full-time firefighter/EMS staffing increases to nine.
- **2010** - Transition begins from paid-on-call to part-time firefighters working alongside the 9 full-time staff.
- Fire stations reduced from five to three because of the shift from on-call to part-time staffers stationed onsite
- **2014** - McKnight Road Station opens on 3M-donated property.
- **2016** - City forms Fire/EMS workgroup of five citizens, labor and public safety and city leaders to re-evaluate needs for sustained growth.
- **2017** - Consultant hired to conduct a Fire Station Location and Operational Review
- **2018** - Department transitions to a totally full-time staff of 30.
- **2019** - City Council approved moving from three fire stations to two station configuration, improves efficiencies.



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Annual Report 2019

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