

Maplewood Public Safety



Annual Report 2021



Service



Excellence



Integrity

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Public Safety Director's Report

By Chief Brian Bierdeman

Since becoming Maplewood's Public Safety Director in June, I've emphasized to our new and current officers the weight of the badge. Our badge may weigh only four ounces, but the weight cannot be measured on any scale. The true weight is unknown to those who have never worn the badge, and over time, the weight of the badge can take its toll. Under the best of circumstances, the cumulative day-to-day obligations can make it too heavy to bear at times. I stress that we need to lean on each other to lessen its weight together, especially in a time when we see significant increases in mental health crises, increased pressure on first responders, and nationwide misinformation about policing, which erodes community trust.



It's during this time that officers may ask themselves why they signed up for this. At that moment, I ask officers to remind themselves that this career is one of the world's greatest, most rewarding, and honorable professions. I remind them that they wanted to make a real difference in our community, in this profession, and in those they supervise and lead. And finally, this community, profession, and agency need them, if not at any other time than right now.

Becoming Public Safety Director

Colleagues and community members have asked why I wanted to become the leader of a public safety department in these times. For me, leading police and firefighter/paramedics is the most significant honor of my career. I'm committed to keeping this community a safe, enjoyable, and welcoming place to live for everyone.

My promotion to Public Safety Director and several natural retirements has allowed me to build my administration from the ground up. This has brought in a new level of excitement, creativity, new ideas, and enthusiasm to the administration.

As recruitment has become more complex, many have heeded the call and become officers within the Maplewood Police Department. We have hired more than 30 new officers since 2017 out of a 56-sworn-member department. Each pool featured a wide range of skills, life experiences, and cultural diversity.

Our agency seeks those candidates who are honest, have integrity, are empathetic, and possess the professional credentials to do this difficult job. I believe what makes us a destination department is our commitment to community and relationship building, problem-solving, officer wellness initiatives, and professional development.

About the 2021 Public Safety Report

This report features the Public Safety Department's successes in many areas. It demonstrates how our public safety professionals have shared the weight collectively so that each individual could be their best both mentally and physically, continuing to provide the community with exceptional service.

It discusses the evolving role of our Multicultural Advisory Committee (MAC), a dedicated group of citizens that serve as a liaison between the department and the community. The MAC provides a public voice in policy, use of force discussions, hiring, and promotion. We are also proud to showcase the expanded role and successes of the Mental Health Outreach Team (MHOT), which now includes embedded social workers. This unique and cutting-edge model has served as a successful bridge for those citizens suffering from a mental health crisis by providing them with resources that public safety could not offer alone.

The report introduces our community to your new public safety professionals and those leading in elevated roles. Lastly, it highlights our daily operations as we continue to be a proactive, transparent, and accountable agency.



Values

In 2022 the Maplewood community can continue to expect to be served by a hard-working and dedicated public safety staff. We will continue to reach out to the community forming partnerships as well as directing large resources towards our community outreach efforts, particularly with the youth. We will be doubling down on our commitment to assist those suffering from a mental health crisis by adding a second embedded social worker to our Mental Health Outreach Team. To increase transparency, we will be adding squad cameras to our already robust body-worn camera system, as well as some new technology that will aid officers in the vehicle tracking and safe apprehension of auto theft suspects.

We will be implementing body-worn cameras for the fire department's fire inspectors and investigators. While body-worn cameras are commonplace in law enforcement, Maplewood Fire will be one of the few fire departments in the nation embracing this technology to increase professionalism, accountability, and transparency. We are also excited about the progress of the new Maplewood Fire Station, which will open in the summer of 2022. The construction of the new fire station is the culmination of several years of planning and community engagement. The new station focuses on function, operations, sustainability, and community pride and is located at 1530 County Road C.

Finally

I want to thank our mayor, city council, city manager, and the citizens of Maplewood for their unwavering support of Maplewood Public Safety. Their confidence in police, fire, and EMS has encouraged our departments to innovate, strengthen community outreach, and improve our service to the community. Without this support, many things would not be possible.

From the men and women of Maplewood Public Safety, thank you all for allowing us to serve you.

North Fire Station

1530 County Road C. East

Last August, construction crews broke ground on the new 35,000-square-foot state-of-the-art Fire Station. It replaces a facility at the same location (1530 County Road C. East) that was built in the 1970's, and no longer supported department operations. Planning for the new station took several years, which included vigorous community input and significant City Council review.

The new North Fire Station will serve as the Fire Department's headquarters, housing both administrative staff and firefighter/paramedics who are ready to serve 24 hours a day. The station features apparatus bays, office space, firefighter living quarters and a community space.

Firefighter safety has been of paramount importance in planning and construction. Two of the leading causes of firefighter death are occupational cancer and cardiac related deaths. The new station features decontamination areas to reduce firefighters' occupational exposure to cancer causing carcinogens and substances. A modern



physical fitness area will help ensure firefighters have robust opportunities to exercise. So far, construction is moving smoothly, and we're looking to move in early this summer.

Building stronger police-community relationships

By Chonburi Lee, MAC Member

The Maplewood Multicultural Advisory Committee (MAC) has enabled community members serving on the committee to connect with the police in many significant ways, including:

- Enriching conversations on improving the PD's strategic plan;
- Learning through live simulations some use-of-force techniques;
- Participating in community engagement events and ride-alongs;
- Providing input on hiring and promotions.

These have helped in dismantling some misconceptions of what the police do. MAC Committee members bring current issues and diverse insight to the policing approach to improve social equity. Transparency between MAC committee members and members of police leadership who attend the monthly MAC meetings is highly respected. The meetings allow MAC members to ask tough questions and have open debates about current issues that shape the practice of community policing.

The committee would like to thank all administrative staff, officers, and the Public Safety Director for your commitment to the safety of our city, community, and homes.

Expanded Mental Health Outreach Team easing call load

By Mike Dugas, Lieutenant

This has been an exciting year for the Maplewood Public Safety Department's Mental Health Outreach Team! We have grown from five to eight members with the addition of two new police officers, and we are privileged to now have two Ramsey County embedded social workers assigned to work solely with Maplewood residents.

The addition of social workers has allowed us to more easily and efficiently connect Maplewood residents with the social services they need. We have also expanded our community outreach initiatives and we are currently working on building partnerships with a variety of non-profit organizations, businesses, and congregate care facilities.

Another area of focus has been working with the unsheltered population. Our team has worked to provide many of these individuals with social services, and has helped them to secure food, clothing, and shelter resources.

As we look ahead, we're exploring ways to develop a community-based crisis response network that draws on collaboration between Maplewood Public Safety officials, Ramsey County Human Services, and Maplewood community members and stakeholders. We believe that when we all work together, we can make this a stronger and more vibrant community for everyone.

**During 2020, MHOT made 26 contacts.
During the first quarter of the program, the
embedded social worker made 130 contacts.**

In house inspections, improve efficiency

By Eric Kubat, Captain

In 2021, several crew members earned advanced certification in inspections and arson investigations expanding the City's ability to conduct inspections and investigations in house, helping improve overall efficiency.

The team has conducted more than 30 cause and origin fire investigations. It has conducted dozens of sprinkler plan reviews, fire alarm plan reviews, and inspections on new construction and remodeled buildings.

In September the on-duty crews started conducting life safety inspections and building preplans. This program was put on hold due to COVID-19. Since being re-implemented, crews have completed more than 40 life safety inspections and building preplans.

The team is currently under the mentorship of Fire Marshal Mike Turnbull and Community Risk Reduction Coordinator Steve Lukin.

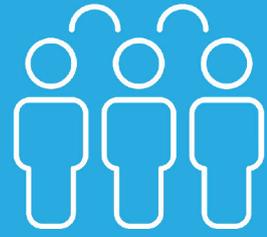




56 officers
in Maplewood's police
6 support staff



Personnel cover
18 sq miles
across Maplewood



Maplewood's has
30
firefighter/medic
2 cadets



35,000
incidents handled
by police



Maplewood Fire
responded to
7338
calls for service



Fire/EMS respond to an average
115 medical calls
vs **26 fire,*** calls weekly.



* including gas leaks, hazardous conditions, good intent calls, weather, and false alarms.



Awards and Recognitions



Jason Marino

Holding a metro wide identity thief accountable

A career thief had struck more than 60 times across the metro, including ten cases in Maplewood, taking credit cards and IDs. Detective Jason Marino went above and beyond, working with law enforcement partners to track the suspect down and make an arrest. He received a medal of commendation for his diligent work.

Saving a life at fall festival

Sgt. Brian Tazuell was at his children's fall festival when one of the folks helping with food went into cardiac arrest. His high-quality CPR and use of an AED helped save the person's life before emergency responders could get to the scene, earning him a life-saving award for his off-duty action.



Brian Tazuell

Team effort to improve responses to mental health

The Mental Health Outreach Team (MHOT) received a Unit Citation for its innovative and successful approach to mental health in the community.



MHOT members who received the award are: (left to right) Fire Fighter/Community Paramedics Rochelle Hawthorne and Jodi Halweg, Officers Ashley Bergeron and Aubrey Stock, Lieutenant Mike Dugas, Chief Mike Mondor, Sergeant Mike Nye, and Officer Emily Burt-Mcgregor.

Keeping records on-track during COVID

The records department also received a unit citation for their dedicated work during a pandemic while significantly understaffed and with regularly changing working conditions. Records department members who received the award are Stephanie Shea, Jenny Hendricks, and Marie Koran.

Continuing specialized training

Records Supervisor Stephanie Shea received a letter of commendation for going above and beyond in becoming an in-house expert on a complex software system.

Police Promotions



Brian Bierdeman
Public Safety Director

Director Bierdeman began his law enforcement career with the Maplewood Police Department in June of 2002. He's led such initiatives as mental health outreach, community engagement, officer recruitment, training and the Street Crimes Unit. Director Bierdeman was instrumental in developing and has led the City's Multicultural Advisory Committee (MAC), which provides critical community voices to the department's strategic planning, use of force, training, policy, and hiring.



Daniel Busack
Deputy Chief

Prior to his new role, Deputy Chief Dan Busack served as Lieutenant. He first joined the PD in 1999. He currently leads the Multi-Cultural Advisory Committee and the school-based Big Brothers Big Sisters program.

Over the course of his career, Deputy Chief Busack has held a number of positions in the department, including, Firearms/Use of Force Instructor and Program Coordinator, Field Training Unit Coordinator and Patrol and Investigative Lieutenant.



Michael Dugas
Professional Standards Lieutenant

Lt. Dugas began his career in 1997 with Fire and EMS. In March of 2002, he transitioned to law enforcement, starting as a police officer/paramedic with Maplewood. He currently leads the professional standards and training division, overseeing records, property/evidence, community outreach, internal investigations, and the mental health outreach team.



Joseph Steiner
Investigative Lieutenant

Lt. Steiner started with the Maplewood Police Department in 2000 as a police intern, then community service officer. In 2006 he was promoted to police officer. He currently leads the investigations unit and oversees seven detectives. Prior to his role as a lieutenant he served as a fire arms instructor, field training unit coordinator, S.W.A.T. supervisor and Street Crimes Unit sergeant.



Michael Hoemke
Patrol Lieutenant

Since joining the Maplewood Police Department in 2013, Lt. Hoemke has established himself as a leader and hard worker. He is also a Minnesota Army National Guard member and was commissioned as an Infantry Officer in 2011. He has served on two deployments in the last five years and has over 11 years of Military service. Prior to becoming lieutenant, he served as a use of force and de-escalation instructor, field training officer, strategic planning committee member and union steward.



Joe Demulling

Sgt. Demulling has been with the department 15 years, serving a variety of rolls including as K-9 handler.



Treana Cruz

Officer Cruz brings an extensive social work background to the Maplewood Police Department, starting out of college as a child care coordinator at a halfway house. She's currently using her training in mental health crisis, critical incident debriefing and grief counseling to launch an outreach program to provide services and resources for Maplewood families of critical incident deaths, including suicides, homicides, overdoses, and SIDS.



Tim Hawinkson

Sgt Hawinkson has been a go-to person for several years, serving as a field training officer, use of force instructor, member of the street crimes unit and member of the recruiting team in his 15 years with the department. He's also served as acting sergeant.



Joe Pasado

Maplewood Public Safety's commitment to community-oriented policing and proactive, problem-solving attracted Officer Joseph Pasado to the department as a CSO. During his time here, Joseph has been most impressed with the interaction between department members and the community. This aligns well with his own personal philosophies.



Rachel Murray

Sgt. Murray joined the Maplewood Police Department in 2017 through the Path Ways to Policing program, an effort to help recruit officers from non-traditional backgrounds. The former U.S. Marine has established herself as an informal leader in the patrol unit.



Stephanie Shea

**Administrative
Office Supervisor**

Stephanie started as a Records Specialist in 2015. She now supervises and supports the Records Unit and the Property and Evidence Specialist. She also provided clerical, technical and administrative support to the Public Safety Director and other department staff.



Brian Tazell

In his 12 years with Maplewood, Sgt. Tazell has led several units, including training and SWAT. He's served critical roles as a detective with the Ramsey County Violent Crimes Enforcement Team and as a patrol officer.

MAPLEWOOD POLICE

JOIN OUR TEAM!



Community oriented

Commitment to wellness

Problem solvers

Family first agency

Variety of opportunity

Value unique skills and talents



maplewoodmn.gov/police

**Attracting
unique people
and building a
skilled
leadership
team to serve
and protect**

The Public Safety Department experienced several significant staff transitions in 2021, including the promotions of a new director, police command staff and fire chiefs. Thanks to the collaboration of our Human Resources Department, succession planning, administration staff and recruitment teams, the department adjusted smoothly, filling nearly every vacancy quickly and with high-quality candidates.



Police Hires



Jeremy Johnson

Although, Officer Johnson spent the beginning of his career in information technology, he's always had an interest in Law Enforcement, with several close friends in the profession. He had gone on ride alongs and saw first-hand how police can make a positive impact in their community. He served as a Maplewood Reserve Officer since 2019.



Isabel Sanchez

During high school, Officer Sanchez connected with a local police officer at a school event. The officer encouraged her to join South St. Paul Police's Explorer Program. Her interest in law enforcement grew and established her education pathway. Looking back, Officer Sanchez believes early family struggles provided her with a better perspective to understand others during difficult times.



Terrell Her

Officer Her was excited to join the Maplewood Police Department because of its emphasis on community engagement and partnerships with diverse communities. He wanted to serve in a department where he will be a part of something greater than himself, knowing that he is making a difference.



Tawney Matteis

Starting as her career as a social worker, Officer Matteis wanted to have a more direct and proactive impact in the community. She transitioned into working security at a hospital that focused on mental health and chemical dependency. There she learned more about de-escalation and relating to people in crisis, skills she believes are essential to 21st century policing.

Police Retirements

We would like to thank the following law enforcement leaders who retired in 2021 for their years of service to Maplewood



Scott Nadeau

3 Years with MPD



Michael Shortreed

25 Years



Kerry Helle

25 Years



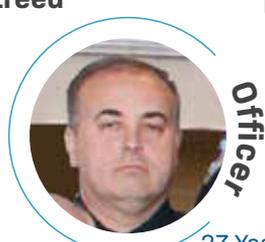
Paul Thienes

26 Years



Glen McCarty

17 Years



Mark Aldridge

27 Years



Todd Langner

16 Years

Fire/EMS Promotions



Chief

Michael Mondor
Fire & EMS Chief

Chief Mondor has 20 years of experience in firefighting and emergency medicine, including time in clinical settings. During his 10 years at Maplewood, he has overseen the department's transition to a full-time, 24-hour Firefighter-Paramedic model. He's co-led a collaborative effort with the police department to start and expand the Mental Health Outreach Team and focused on cross-training police in basic emergency medical response.

Chief Mondor has focused on a number of community prevention efforts such as heart health and safer living conditions. In recent years, he's worked to diversify the department and ensure staff is well connected to the wider community.

Chief Conway is a 28-year veteran of emergency services covering fire (structural and crash fire rescue) and EMS (pre-hospital and critical care for ground, inter-facility and rotor wing disciplines) in metropolitan, hospital based and military environments.

He is focused on advancing and strengthening skillsets for safe and efficient firefighting tactics, while mentoring and supporting career development for personnel.



Asst. Chief

Shawn Conway
Firefighting Operations and
Emergency Management



Captain

Brad Davidson
Administrative
Captain-Paramedic

In just three years, Captain Brad Davison has contributed to a number of advancements in the Fire/EMS Department, including developing and managing the department's first ice rescue program, leading the community engagement committee and directing social media for the department.

Prior to joining Maplewood Fire/EMS, Captain Davison served seven years as an Engineer/Paramedic with the Indianola, IA Fire Department, where he coordinated community outreach and fire prevention efforts. He also served as an instructor at Mercy College of Health Sciences and the Warren County Fire Academy.



MacLane Campbell
Firefighter-Paramedic

Since coming on as a Cadet, Firefighter-Paramedic Campbell has learned something about this career every day. He has enthusiastically attended a number of trainings and advanced courses. He's also been eager to engage in the dozens of community outreach events the Public Safety Department hosts.



Michael Williamson
Firefighter-Paramedic

Serving on the community outreach committee, Firefighter-Paramedic Williamson appreciates having a voice in what educational, injury prevention or fire hall demonstration opportunities the department will host.



Michael Hagen
Firefighter-Paramedic



Nick Danley
Firefighter-Paramedic



Steve Lukin
Community Risk
Reduction Coordinator

2021 YEAR END FIRE/EMS STATS

FIRE 150	OVERPRESSURE, RUPTURE, EXPLOSION 3	RESCUE, EMS INCIDENT 5998
HAZARDOUS CONDITIONS 102	SERVICE CALLS 112	GOOD INTENT CALL 642
FALSE ALARMS FALSE CALLS 327	SEVERE WEATHER NATURAL DISASTER 0	SPECIAL INCIDENT TYPE 4
YEAR TO DATE TOTAL CALLS FOR SERVICE		7338

MFD
assisted
4 births
responded to
**58 cardiac
arrests**

We handled
roughly
150 fires
including
**52 structure
fires**

Training

Equity and Duty to Intervene training keep public safety on pace to exceed the community's expectations

To stay among Minnesota's most well-prepared Public Safety operations, the department maintained its vigorous, wide-ranging training program. This included everything from mandatory annual certifications to innovative courses in multi-jurisdictional training and equity and inclusion trainings.

Highlights include:

Critical Incident Management

Police and Fire/EMS command and supervisory staff participated in a three-day scenario-based critical incident management training (by BowMac). This multi-agency preparation tool also included Ramsey County and neighboring jurisdictions. The final day included an exercise with the mayor and the Senior Leadership Team.

Duty to Intervene

The Maplewood Police Department went through Duty-to-Intervene training, aimed at promoting peer accountability. It focused on increasing the department's ability to recognize when emotionally charged situation could lead to an undesirable outcome and how to prevent them. This training continues to support the police department's dedication to exceeding our community's expectations

Hazardous Materials Operations

All firefighters and captains completed a 40-hour Hazardous Materials Operations course the meets the new state standard.

Emergency Response

Fire/EMS staff provided CPR and basic emergency response training to police officers, which included scenarios in an officer down, airway and respiratory management, and severe hemorrhaging.

Diversity, Equity & Inclusion

Fire/EMS chiefs and supervisory staff received training in Diversity, Equity, and Inclusion as they continue to serve an increasingly diverse Maplewood community. Topics included understanding blind spots, creating meaningful actions, growing targeted opportunities for recruitment, creating a space to understand the community, and how to provide the community a voice in operations. Frontline staff will take the course through the winter.

Just Culture

Fire/EMS chiefs and supervisory staff received training in Just Culture, a system of shared accountability for responding to employees' behaviors in a fair and just manner. Employees are also accountable for the quality of their choices and for reporting errors and system vulnerabilities. The goal is to change the way we think about mistakes to improve patient safety and staff satisfaction. Frontline staff will take the course in the near future.

Other

Staff acquired and trained with the new CPR device EleGARD System, which elevates the head and chest for more efficient airway management.

For the greater community, crews provided Hands-Only CPR and Stop-the-Bleed training.

Staff also trained the White Bear Lake Fire Department in using the Handtevy system, which allows medical crews a more accurate way of administering medications to children.

Community Engagement Events

The Public Safety Department accounted for more than 2200 hours of community engagement.



Ice Skating with Public Safety



Nature Walk



Easter Egg Hunt



Battle of the Badges



Pop up freeze pop events



Bike safety rodeo



Ice Cream Socials



FUNd Walk



Trunk or Treat



Santa Parade



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