



2023

COMMUNITY  
INFORMATION  
REPORT

Transparency in Policing

## Contents

Executive Summary.....	1
Introduction .....	5
Purpose of Report.....	5
Disclaimer.....	6
Unmanned Aerial Vehicles.....	6
Mental Health .....	8
Use of Force .....	8
Internal Investigations .....	15
Arrests.....	16
Traffic Stops .....	22
Conclusion.....	27

## Executive Summary

### Introduction

Beginning in 2017, the Maplewood Police Department studied enforcement action by its officers. The agency wanted to understand how enforcement action is applied and make the information accessible to the community. The agency continues to be interested in identifying trends related to race and gender regarding discretionary and non-discretionary enforcement to further our priority of building community trust.

### Department Overview

Chief Brian Bierdeman is the Public Safety Director and the Chief Law Enforcement Officer. Chief Bierdeman is assisted by Deputy Chief Busack, who oversees the three lieutenants, each leading a departmental division. The Maplewood Police Department has an authorized strength of 57 sworn law enforcement officers, including grant-funded positions. The department has two full-time social workers and five full-time community service officers to better meet the community's needs. Additionally, the department has four records specialists, an administrative office supervisor, a property and evidence technician, an IT specialist, a community outreach coordinator, and a crime analyst.

The Maplewood Police Department is a full-service agency consisting of three separate divisions. Lieutenant Hoemke leads the patrol division of six sergeants and 33 officers. Lieutenant Steiner leads the investigation division, which consists of five detectives, in addition to a school resource officer, a violent crime enforcement detective, two auto theft detectives, a BCA violent crime detective, and a crime analyst. Lieutenant Dugas leads the professional standards division, encompassing records, property and evidence management, internal auditing and licensing, community outreach, the mental health outreach team, and community service officers.

2023 continued to see significant challenges for most law enforcement agencies, particularly recruiting and retention. During 2023, agencies continued seeing officers transitioning out of the profession and

move between agencies. The hiring crisis has reached a point where some agencies have been dissolved in Minnesota, and many agencies offer hiring bonuses and recruit for specialty assignments. There are multiple reasons for the crisis which include a strong market, competition from other law enforcement agencies, negative public image, health risks, and less appeal to younger workers<sup>1</sup>.

Maplewood has successfully created pathways for people interested in becoming officers. Students interested in law enforcement can apply to be Community Service Officers (CSOs). CSOs complete the entire officer hiring process. If they are quality CSOs, they transition to an officer upon successful licensing. In 2023, two officers successfully transitioned from CSO to officer.

Additionally, the agency has been fortunate to attract outstanding lateral candidates seeking supportive leadership from command staff members and elected officials. Although the agency does not actively recruit from other agencies, we continue to have highly motivated lateral officers seeking our agency for the family-first atmosphere, high-quality wellness program, competitive wages, supportive community, and positive department morale. Through these efforts, the department has successfully maintained high staffing levels.

In 2023, the Maplewood Police Department handled 34,692 incidents<sup>2</sup>, ranging from minor crimes and citizen assists to aggravated assaults and death investigations. This was done in support of the department's 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 an emphasis on meeting community needs."

Below is the preliminary reporting of crimes that occurred in 2023. As reporting criteria change at the state and national levels, our reporting standards also change. Because of these changes over the years, some categories have seen substantial increases or decreases. The table below was updated with the most current information available for all years present.

<b>Offense</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>
Robbery	40	46	37	43	32
Aggravated Assault	89	79	84	72	73
Burglary	130	209	283	301	282
Larceny	639	624	575	624	1,103
Theft from Auto	313	792	1061	844	609
Motor Vehicle Theft	159	328	258	260	191
Arson	12	4	13	9	6
Fraud	180	221	273	280	301
Criminal Damage	373	878	1054	871	553
Sexual Assault	38	34	19	26	32
Narcotics	157	136	130	135	158
Murder	0	2	1	0	1

<sup>1</sup> Police Executive Research Forum. (2023). Responding to the staffing crisis: Innovations in recruitment and retention.

<sup>2</sup> In-house record search of total incidents conducted on 1/5/2024

## Unmanned Aerial Vehicles

In 2023, Maplewood Public Safety implemented an Unmanned Aerial Vehicle (UAV) program with the support of elected officials, the multicultural advisory committee, and the public. The department had 78 deployments of UAVs in 2023 by ten licensed and trained operators. Using the technology, operators located an active shooter in St Paul, missing/endangered people, and wanted suspects. The department currently operates three UAVs, two for outdoor and one for indoor use.

## Mental Health

In 2023, Maplewood Public Safety continued to have two full-time social workers embedded with public safety. The Maplewood Police Department responded to 990 emergency calls where mental health was the primary issue in 2023. Officers responded to 205 calls for a person in crisis<sup>3</sup> and 45 calls for suicides in progress<sup>4</sup> (these numbers do not include the number of completed suicides).

The embedded social worker program adds immense resources for our community and emergency responders. The successful implementation of the ESW program is rooted in Public Safety's long-standing commitment to serving all community members and preventing tragedies.

## Police Use of Force

In 2023, the Maplewood police department handled 34,692 incidents, a 9.3% increase from the year before. Through those incidents, Maplewood officers made 1,245 arrests<sup>5</sup>, and officers used force 17 times. Below, you will find incidents requiring force for the previous five years.

Year	Number of Subjects
2023	17
2022	13
2021	16
2020	15
2019	22

Force was used on males sixteen times and once on females in 2023. The average age for males with force used against them was 32 years old, and the average age for females was 30. Both of the averages are lower than the previous year. In 2023, Maplewood police officers did not use or attempt to use lethal force. Officers were called to the scene where force was used in 15 of the 17 incidents.

## Internal Investigations

For the fourth year, the Maplewood Police Department publishes information on all internal investigations. The Maplewood Police Department is committed to meeting and exceeding community expectations related to departmental operations. The Maplewood Police Department provides an overview of each incident, including the disposition. Although most investigations are not public information, our agency feels obligated to report these incidents to the community. This report will inform on you what constitutes misconduct, how complaints are handled, an overview of each investigation, and its disposition.

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<sup>3</sup> In-house record search of incident code PIC conducted on 1/11/2024

<sup>4</sup> In-house record search of incident code SIP conducted on 1/11/2024

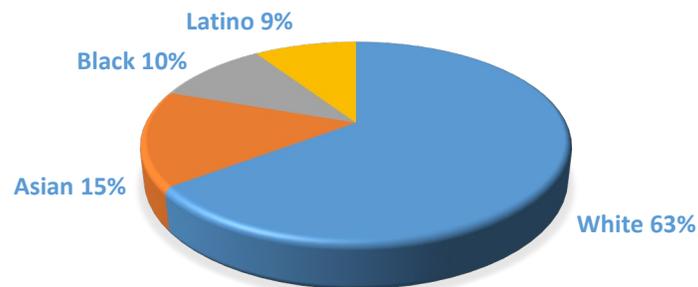
<sup>5</sup> In-house records search of both adult and juvenile arrests for 2023 conducted on 1/17/2024

## Enforcement

The agency continues to find differences in the racial makeup of discretionary and non-discretionary arrests in adults. However, when arrests were discretionary, officers' arrests more closely mirror the community makeup. This indicates that officers are equitable in their enforcement and aware of unconscious bias.

According to the 2020 census, the City of Maplewood has a population of over 42,000 with a diverse makeup<sup>6</sup>.

### MAPLEWOOD RESIDENTS BY RACE



## Conclusion

Based on the available information, the Maplewood Police Department believes we are leaders in professionalism, transparency, accountability, and officer restraint when using force.

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<sup>6</sup> US Census 2020, <https://www.census.gov/quickfacts/fact/table/maplewoodcityminnesota/HSG860219> accessed 1/17/2023

## Introduction

The 2023 Community Information Report continues from previous publications related to transparency.

Each year, the report's focus is based on community needs and expectations. Local and national events regularly raise questions about our agency and law enforcement. As a community-centered organization, we want to meet these new and changing questions in the most transparent way possible.

The 2017 report was the first time a law enforcement agency broke out the difference between discretionary and non-discretionary arrests. The information was divided by race, gender, age, and ethnicity. Furthermore, the agency examined the community's racial makeup to identify disproportionalities.

Portions of the 2018 report focused on suspects and victims of violent crime. The report looked at the victims of crimes associated with robberies and assaults. White males were the most victimized in robberies, while White females had the oldest median age. When looking at assaults, the suspect and victim were of the same race in 59.5% of all assault reports. It is essential to understand that the assaults studied were not domestic-related.

In the 2019 report, the agency focused on the call locations. That year, commercial properties and multi-housing complexes were found to use a disproportional amount of police resources, while single-family homes used relatively few resources. The report also showed that the mental health crisis is a significant law enforcement concern. Mental health-related calls accounted for over eight percent of 9-1-1 police responses.

Since 2020, the agency has focused more internally by publishing data on the force officers used and the situations. Additionally, the agency published information on internal affairs and discipline. We want to build trust with our community by providing transparent information.

In 2023, the Maplewood Police Department handled 34,692 incidents. Of the incidents, 6,477 were 9-1-1 calls (not including fire and EMS-related calls). Mental health-related calls remained high despite the pandemic ending and no significant social unrest.

## Purpose of Report

The Maplewood Police Department is committed to transparency in all police operations. This transparency includes providing our community with the best information regarding police actions. This report goes beyond just listing raw numbers; it contains essential context, such as identifying the differences between discretionary and non-discretionary arrest data and the circumstances around when force is used.

The police department has a Multicultural Advisory Committee (MAC), which is made up of community members who review activities, advise on a wide variety of topics, and collaborate with the police department for the betterment of the agency. The MAC had significant input on what has been studied in this report. Lastly, the City of Maplewood publishes the Maplewood Police Department Policy Manual on the Police Department's website for anyone to review, along with the department's annual strategic plan.

The information contained in this report serves to fulfill recommendation number two in the department's policy manual prologue, which states in part:

*Ranking police department leadership, specifically the Chief of Police, has the duty to ensure that: Officers are responsible for being aware of implicit racial bias and its impact on their perceptions and actions and are expected to undertake their best efforts to mitigate the impact of implicit bias on their work.<sup>7</sup>*

This information is being compiled as an ongoing initiative to continually meet the 21<sup>st</sup> Century Policing principles identified in 2015 by President Obama's Task Force. The Task Force identified six pillars of policing: Building Trust and Legitimacy, Policy and Oversight, Technology and Social Media, Community Policing and Crime Reduction, Training and Education, and Officer Wellness and Safety<sup>8</sup>.

## Disclaimer

Although all information provided in this report was accurate when gathering, the status of offenders, suspects, and arrestees changes as cases are charged by the City Attorney's Office and the County Attorney's Office. In many cases, reaching a charging decision can take months or more. As such, the numbers will vary moving forward.

The identified areas for enforcement actions are based on several data collection sources, including in-house records and computer-aided dispatch information. Understanding that the data used in this report is more inclusive and may differ from the information provided under mandatory reporting laws to state or federal agencies is essential. The data analyzed in this report may differ from previous reports as crime trends, department priorities, and available information change over time.

## Unmanned Aerial Vehicles

In 2023, the Maplewood Police began using Unmanned Aerial Vehicles (UAV). Before implementing the program, the department held listening sessions with the public and presented the program to the City Council. Through those listening sessions, it was clear that the public continues to support public safety initiatives and appreciates the agency's transparency during the program development and implementation.

The program is centered on a Federal Aviation Administration (FAA) Certificate of Authorization (COA). The COA allows the City of Maplewood to be a public operator, certify operators, and designate the airworthiness of the equipment used. The COA requires all operators to have a current FAA Part 107 remote pilot certification and complete department training.

The police department currently operates two exterior UAVs, the DJI Mavic 3Ts, and one interior UAV, the DJI Avata. This allows first responders to use UAVs in many settings, including locating missing, endangered or wanted individuals.

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<sup>7</sup> Maplewood Police Department Manual, Prologue

<sup>8</sup> 21<sup>st</sup> Century Policing Final Report Retrieved January 6, 2023, from [https://cops.usdoj.gov/pdf/taskforce/taskforce\\_finalreport.pdf](https://cops.usdoj.gov/pdf/taskforce/taskforce_finalreport.pdf)

In addition to completing all mandated reporting at the state and federal levels, the City of Maplewood has also made information related to the deployment of UAVs public. Each month, an overview of all the uses is posted on the department's website. The reports can be found at <https://maplewoodmn.gov/Archive.aspx?AMID=42> and provide the date, time, location, and reason the UAV was used.

In 2023, the department had 79 deployments. Deployments are categorized according to state statute and broken into nine reason codes. They are:

- 1 during or in the aftermath of an emergency situation that involves the risk of death or bodily harm to a person
- 2 over a public event where there is a heightened risk to the safety of participants or bystanders
- 3 to counter the risk of a terrorist attack by a specific individual or organization if the agency determines that credible intelligence indicates a risk
- 4 to prevent the loss of life and property in natural or man-made disasters and to facilitate operational planning, rescue, and recovery operations in the aftermath of these disasters
- 5 to conduct a threat assessment in anticipation of a specific event
- 6 to collect information from a public area if there is reasonable suspicion of criminal activity
- 7 to collect information for crash reconstruction purposes after a serious or deadly collision occurring on a public road
- 8 over a public area for officer training or public relations purposes
- 9 for purposes unrelated to law enforcement at the request of a government entity provided that the government entity makes the request in writing to the law enforcement agency and specifies the reason for the request and proposed period of use

Each time a UAV is used, the operator completes a specialized report. The report is then forwarded to command, which reviews the case, documents it for the state and federal authorities, ensures proper retention or removal of data collected during the flight, and provides an overview to the public. Below is the number of flights conducted for each reason code.

Reason Code	Number of Flights Conducted
1	58
2	1
3	0
4	0
5	0
6	6
7	0
8	14
9	0

The program has been successful in its first year of operation. Ten emergency responders are fully licensed and operational, giving the agency around-the-clock coverage. The department will continue to evaluate this program and others that allow emergency responders to provide better service to the community.

## Mental Health

As society and law enforcement further understand the significance of mental health in the community, the police department tracks what cases are primarily caused by mental health issues/problems. This tracking serves multiple purposes; first, it allows the agency to understand further the extent of mental illness in the community. Second, it enables the Mental Health Outreach Team and the embedded social workers (ESW) to identify community members needing assistance. Lastly, continued tracking and case management will better inform the community and the agency in subsequent years.

The Mental Health Outreach Team (MHOT) is a public safety initiative partnering with community paramedics, law enforcement officers, and embedded social workers. The team members work together to assist those struggling with mental illness who do not have the support or services needed to be productive community members. This combination of public safety professionals is a unique program not found elsewhere. The overriding focus of the team is to prevent mental health-related tragedies.

In 2023, embedded social workers followed up with hundreds of community members needing services. As part of the follow-up, they conduct a complete assessment and connect the community members with appropriate services. They also provide short-term case management to ensure the community members don't fall through the system's cracks.

The embedded social workers also provide co-response with officers when requested. The co-response ensures that the appropriate professional is providing the proper care. In addition to providing service, it frees officers to focus on community outreach and addressing crime.

In 2023, the Maplewood Police Department responded to 6,477 separate 9-1-1 calls (not including fire or EMS-related calls) with a total of 34,692 incidents. Of those, 205 were dispatched for persons in crisis, and 45 were calls for suicides in progress. These numbers do not reflect the number of completed suicides, as completed suicides are categorized as death investigations.

The police department continued to track incidents caused primarily by mental health. For example, suppose officers are called to a disorderly person causing a disturbance, and it turns out to be a person in crisis. In that case, the incident is also classified as a mental health-related call. In 2023, Maplewood Officers handled 990 calls caused primarily by mental illness.

The Maplewood Police Department continues to educate officers and give them skills to de-escalate tense and often hostile situations involving those with mental illness. The department requires all officers to complete Crisis Intervention Training (CIT), Duty to Intervene training, De-escalation training, Autism awareness training, and additional mental health training. This training is a department and community priority included in the police department's strategic plan. In addition, the Maplewood Police Department provides advanced scenario-based training, advanced medical training, and advanced weapon and defensive tactics training. This dedication to serving the entire community ensures that the Maplewood Police Department upholds the community's high standards.

## Use of Force

The Maplewood Police Department dedicates itself to providing the highest level of service to the community and being transparent in all enforcement activities, including using force. The City of Maplewood has invested significant resources to train officers on how to use force and avoid

unnecessary force. Advanced training, strict policies, proper supervision, and complete transparency have resulted in low use of force. Use of force is covered throughout the Department's policy manual; however, most of it is in policy 300. The complete policy manual can be accessed on the Department's home page.

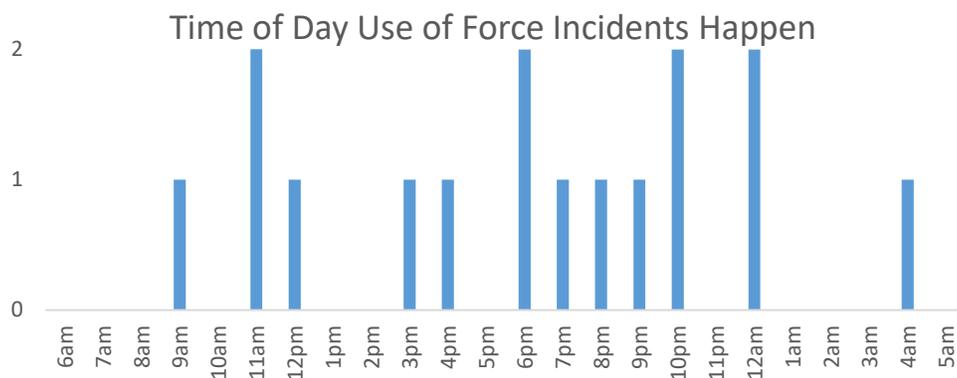
The use of force by law enforcement officers becomes necessary under specific circumstances, such as in self-defense or the defense of another. There is no single, universally agreed-upon definition of the use of force. The International Association of Chiefs of Police has described the use of force as the "amount of effort required by police to compel compliance by an unwilling subject."<sup>9</sup>

Maplewood Police Department used force on 0.05% of the total incidents in 2023. This staggeringly low number is because of the officers' professionalism, the department's high standards of training and accountability, and the officers' commitment to the community.

Force was used on males sixteen times and once on females. The average age for males with force used against them was 32 years old, and the average age for females was 30. This was a younger average from the year prior.

Officers were required to use force on non-residents more often than residents. Of the 17 subjects force was used on, ten live outside the City of Maplewood.

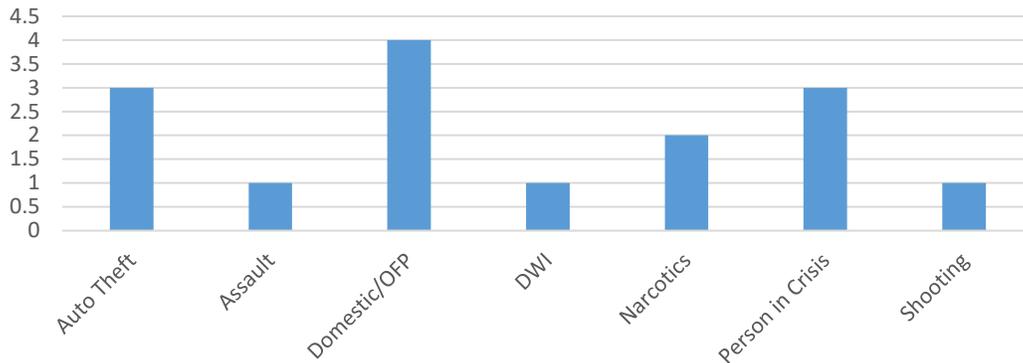
The time of day incidents happen are spread throughout the different shifts. Below is a chart of the time of day the incidents occurred.



Officers had to use force on different calls, ranging from shootings to domestics. The chart below outlines the kinds of calls officers used force on.

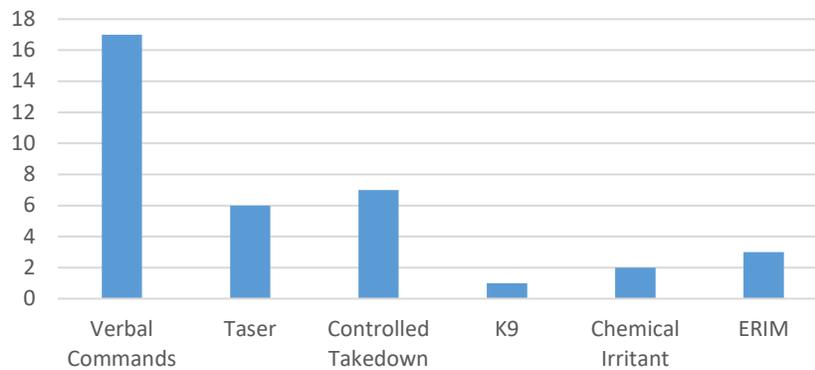
<sup>9</sup> Overview of Police Use of Force. (2019, May 21). Retrieved January 1, 2020, from <https://nij.ojp.gov/topics/articles/overview-police-use-force>.

### Call Type Force Was Used On



Maplewood police officers have a broad spectrum of less-than-lethal force options available, including chemical irritants, tasers, extended-range impact munitions (ERIM), pepper balls, impact devices, and police K9s, in addition to being skilled in physical subject control. The subject control techniques include verbal commands, escort holds, pain compliance (pressure points), controlled takedowns, leg restraints, and strikes. Below is a detailed list of each technique used during the 2023 encounters. It is important to remember that more than one technique may be used on a single incident.

### Type of Force Used During the Use of Force Incidents



In 2023, Maplewood police officers did not use or attempt to use lethal force. Of the 17 incidents where force was used, officers were dispatched to 15 of them. The other two incidents were officer-initiated contacts for narcotics and auto theft investigations.

#### Use of Force Incidents

The Department has provided a brief overview of each incident when force was used. Each summary is a synopsis of the circumstances around when force was used. The Department does retain evidence, body-worn camera recordings, and reports for all incidents where force was used.

- At 9 pm on January 10<sup>th</sup>, officers were dispatched to an intoxicated suicidal person armed with a razor blade. Officers on the scene attempted to de-escalate and establish a line of

communication for an extended period. The party remained defiant despite efforts. After de-escalation attempts failed, officers tried to take the party into custody. The party resisted officers and was pushed into a wall. The party was transported to the hospital for care for the self-inflicted injuries.

- At 4 am on February 10<sup>th</sup>, officers responded to a store for a male requesting EMS and being disruptive. When officers arrived, the male immediately became aggressive, throwing items at officers and threatening them. The male did not respond to de-escalation and continued to attempt to assault the officers. The officer deployed an extended range less than lethal round and taser to get the suspect into custody. The suspect was transported to the hospital and later booked into jail for felony terroristic threats.
- At 11:15 am on February 12<sup>th</sup>, officers responded to Woodbury to assist them with four suspects who fled on foot from a stolen vehicle. Officers located a non-compliant suspect in a shed. Woodbury deployed pepper balls into the shed to force the suspect out. The suspect partially emerged and was reaching into the shed and their waistband, not following officers' instructions. An extended range less than lethal round was deployed by a Maplewood officer, striking the suspect in the arm and abdomen. The suspect was taken into custody without further incident. The suspect was determined to be a juvenile after the arrest. The suspect had redness and bruising from the impact munition and was checked by EMS before being taken to jail.
- At 9:07 pm on March 18<sup>th</sup>, officers were called to a hotel on a group of disorderly guests, causing problems and assaulting hotel staff members. Officers arrived, and the hotel advised everyone to leave the property. The group was hostile and violent. Officers from two other agencies responded to assist. Officers moved most of the group to a vestibule area, where the group began damaging property. One Maplewood officer deployed a one-second burst of chemical irritant at the primary aggressor to disperse the crowd, and other agencies deployed pepper balls. The crowd eventually disbursed, and officers opted not to make arrests as it likely would have required additional force to be used. Three suspects were later charged out of custody with 3<sup>rd</sup>-degree riot and 5<sup>th</sup>-degree assault.
- At 8:40 pm on May 19<sup>th</sup>, officers were dispatched to a suicidal male. Officers arrived and made contact with the male inside the house. The male was non-compliant and stated he wanted to die. Officers attempted de-escalation tactics before the male exited the house and began aggressively approaching officers. Officers backed up until there was no more room, so they took the subject to the ground. The male was transported to the hospital for treatment.
- At 12:58 pm on June 2<sup>nd</sup>, officers were dispatched to a person smoking narcotics in the parking lot of a restaurant. Officers arrived and observed narcotics and paraphernalia in the vehicle. The suspect fled on foot from officers. The suspect was tackled to the ground and booked at the jail.
- At 12:46 am on June 3<sup>rd</sup>, officers were dispatched to a domestic disturbance. Officers arrived and heard loud yelling from inside the house. Officers knocked, and a male opened the door and slammed it shut. A female then opened the door, and officers observed blood splatted in the apartment. The male began arguing, and the female was removed. The male again tried to shut the door and did not comply with verbal commands. A taser was deployed, and the male was taken into custody without further incident. The male was transported to the hospital for a mental health evaluation.

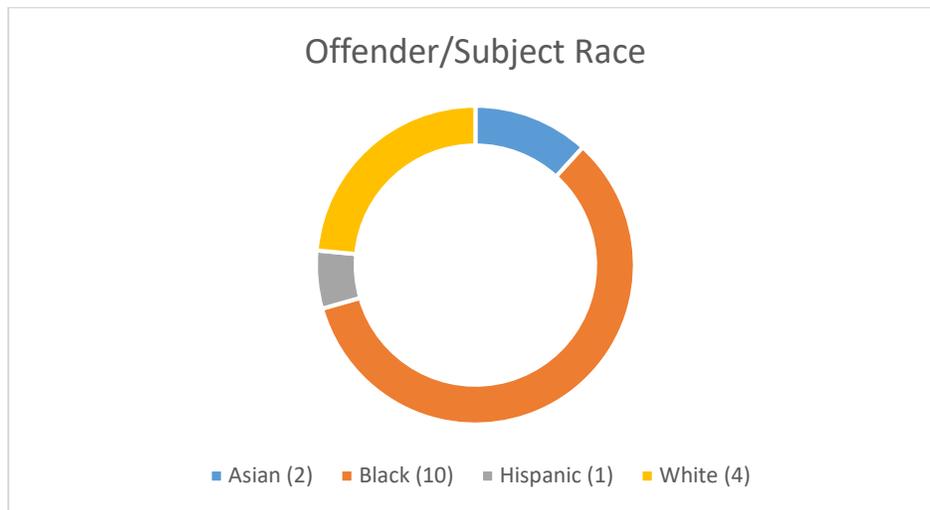
- At 3:42 pm on June 21<sup>st</sup>, officers were called to a domestic where one partner had shot the other. Officers arrived, treated the patient, arrested the shooter, cleared the residence, and secured the scene for evidence processing. While processing the scene, a male crossed the police line and attempted to enter the crime scene. Officers advised him he needed to leave, and the male attacked officers. The male was taken to the ground and arrested. The male did cause significant injury to one of the officers. The male was transported to the jail, where he was booked.
- At 4 pm on July 11<sup>th</sup>, officers were called to a violation of a domestic abuse no-contact order incident. The suspect was on the scene in violation of the order. Officers arrived and located the suspect, and ordered him to the ground. The suspect complied and was taken into custody without incident. After the arrest, the suspect stated he hurt his knee when complying with officers' commands. The suspect did have a small abrasion on his knee. Officers used no force, and the suspect complied, but as the suspect claimed kneeling on the carpeted floor caused an injury, the policy requires a use-of-force report.
- At 11:41 am on July 12<sup>th</sup>, an officer located a stolen vehicle in a hotel parking lot. The suspects had just entered the hotel and were found by officers. The suspects did not comply with the officers' commands, and one suspect fought with and attempted to disarm the officer. The officer was able to disengage with the suspect and tried to use a taser. The suspect fled the hotel and was located by an assisting agency. The suspect had 15 outstanding warrants at the time of his arrest. The suspect claimed he had swallowed narcotics and was evaluated at the hospital before being booked at the jail.
- At 6:18 pm on August 3<sup>rd</sup>, an officer observed a male smoking narcotics (fentanyl) from tin foil at a bus stop. The officer stopped and spoke to the suspect, who placed the narcotics in his pocket. The officer advised the suspect he was under arrest and placed one handcuff on him. The suspect then resisted the officer and, during the struggle, removed narcotics from his pocket and threw them. The suspect was taken down onto the bench, where he was handcuffed. The suspect was also wanted on two outstanding warrants. The suspect was booked at the jail for narcotics, obstruction, and outstanding warrants.
- At 12:45 am on August 21<sup>st</sup>, officers were dispatched to a domestic where the suspect had punched a child in the face and had a gun with him. The suspect fled the scene in a stolen vehicle before officers arrived. Officers quickly located the vehicle and attempted to stop it. The suspect fled from officers and was later stopped with a tire deflation device deployed by an assisting agency. The suspect then fled from the vehicle and hid in a pond. Officers arrived and ordered the suspect out of the water, but he refused to comply. A K9 apprehended the suspect. The suspect was booked at the jail for fleeing in a motor vehicle, possession of a firearm by an ineligible person, possession of a pistol with an altered serial number, and auto theft. Additionally, the suspect was a wanted fugitive from the Department of Corrections.
- At 7:05 pm on September 4<sup>th</sup>, officers were dispatched to a property damage accident. Upon arrival, they discovered the suspect was intoxicated, was revoked inimical to public safety, and was non-compliant with officers. While being taken into custody, the suspect resisted officers and was placed on the ground. The suspect was booked at jail for assault, DWI test refusal, driving after cancelation, and obstruction.
- At 6:15 pm on October 24<sup>th</sup>, officers were called to assist a female whose estranged husband had come to her home and destroyed it. The suspect was also a fugitive with a Department of

Corrections warrant for his arrest. Officers arrived and entered the residence to find the suspect lying on the couch with a knife. Officers advised the suspect that he was under arrest and to put the knife down. The suspect then began cutting his wrist with the knife. Officers deployed a taser and were able to take the fugitive into custody and tend to his self-inflicted wounds. The suspect then claimed that he had ingested heroin. The suspect was checked at the hospital and then booked into jail.

- At 11:30 am on October 27<sup>th</sup>, officers responded to assist Ramsey County Deputies with a stolen occupied vehicle. Deputies had located the vehicle and attempted to box it in. The suspect rammed the squad cars and fled on foot. Maplewood officers arrived in the area and found the suspect. The suspect fled on foot, was told he was under arrest, and warned that if he did not stop, a taser would be used. The suspect continued to run, and a taser was used. The suspect was taken into custody without further incident and booked at the jail for felony assault and auto theft.
- At 10:09 pm on December 21<sup>st</sup>, officers were dispatched to assist a citizen in retrieving property. The female complainant was attempting to get her belongings back after the male she was staying with accused her of stealing his drugs. The male, who was holding her property, had an active warrant out for his arrest for a violation of a restraining order. Officers contacted the male and advised him he was under arrest for the warrant. The suspect did not comply with officers and wanted to fight. An officer was able to grab the suspect from behind, and the officers guided him to the ground, where he was placed into handcuffs. The suspect was booked at the jail for obstruction and his outstanding warrants.
- At 10:29 pm on December 30<sup>th</sup>, officers were dispatched to a domestic where an adult male was threatening his parents with a knife. While responding, officers also received information that the male was a wanted felon with an active warrant. Officers arrived and removed people from the house. The suspect refused to exit the house and didn't respond to officers' commands. Officers entered and located the male armed with a knife and nunchakus. The suspect continued to disobey commands and was taken into custody with extended-range impact munitions and a taser. The suspect was medically cleared at the hospital and booked into jail for felony domestic and outstanding warrants.

## Use of Force by Race

The Department tracks the demographics of those whom they use force against. Below is a breakdown by race.



## Use of Force-Related Injuries

Injuries resulting from use of force incidents were low for the subjects and officers. No incidents resulted in more than minor injuries (taser probes, abrasions, puncture wounds, etc.) for suspects. One officer sustained a dislocation injury during one of the 17 incidents.

## Mental Illness and Impairment

When force was used, subjects were suspected of or known to be using alcohol or drugs in twelve incidents. Mental illness (or a person experiencing a crisis) was known or suspected in five cases.

## Use of Force Summary

Overall, the Maplewood Police Department uses force very infrequently relative to the number of incidents responded to, the severity of crimes, the number of enforcement actions taken, and the number of people in crisis officers come into contact with. There is yet to be a national reporting mechanism or mandate for agencies to report the use of non-lethal force, making comparisons difficult.

Supervisors were called to the scene of each use of force incident and conducted an investigation. After the initial supervisor investigation, each incident goes through a comprehensive review process involving the Divisional Lieutenant, the Deputy Chief, and the Chief of Police. Each step is analyzed regarding the totality of the circumstances and available information. The review process includes examining the body-worn camera footage. The case is then checked for compliance with statutes governing force and the more restrictive department policy. Lastly, each incident is reviewed by the training unit to identify training needs. The agency's continually ongoing or individualized training addresses any identified training needs.

# Internal Investigations

## Overview

Personnel complaints are outlined in policy 1002 of the Maplewood Police Department Policy Manual. The policy manual is updated based on need. Needs may include but are not limited to changing best practices, laws, case law, or incorporating changes recommended by department experts, community members, or elected officials. The website has the current policies. All policy changes are tracked and archived by the Department.

The Maplewood Police Department takes all complaints regarding the service provided by the Department and its members seriously. Personnel complaints include any allegation of misconduct or improper job performance that, if true, would constitute a violation of department policy or federal, state, or local law, policy, or rule. Personnel complaints may be generated internally or by the public.

Inquiries about conduct or performance that, if true, would not violate department policy or federal, state, or local law may be handled informally by a supervisor. Such inquiries generally include clarifying policy, procedure, or the Department's response to a specific incident.

While investigating allegations of police misconduct, the Maplewood Police Department's goal is to obtain all available information to establish the facts. After the data is gathered, the information is forwarded to the command staff. Command staff then reviews and adds their recommendation(s) or requests additional information. After the command staff is sure of the facts, the case is forwarded to the Chief of Police for final disposition.

In 2023, the Maplewood Police initiated seven cases of potential police misconduct. Five of the seven misconduct cases were internally generated; two were provided by third parties who were not present for the basis of the complaint.

Anytime there is a critical incident or a conflict of interest, the Maplewood Police Department has an independent agency perform the investigation. The City of Maplewood also conducts investigations for other agencies upon request and with the Chief of Police's approval. Below, you will find a brief description of each investigation that involved Maplewood officers and the outcome.

### Case One:

An officer had a second preventable squad-involved crash in six months. Both crashes were into parked or stationary objects. The officer was issued an oral reprimand.

### Case Two:

Maplewood police received a complaint regarding the use of force. The complainant was the father of a suspect on the scene and was not present when the incident happened. The party who force was used against refused to cooperate or provide information. A complete investigation was conducted. The incident was captured on body-worn cameras by officers from three agencies and the hotel security cameras. The use of force was compliant with state law and department policies. The officer was exonerated of any wrongdoing.

### Case Three:

An officer had a third preventable squad-involved crash in nine months. All three crashes were into parked or stationary objects. The officer was issued a written reprimand.

#### Case Four:

An employee was investigated for substandard work performance. The investigation showed ongoing performance issues, and the employee was issued a written reprimand and placed on a performance improvement plan.

#### Case Five:

A party filed a complaint against an officer on his wife's behalf as he thought the officer's interaction with his wife was unprofessional. The complainant was not present at the time, and the incident was captured on the officer's body-worn camera. The interaction was professional and respectful, and the officer was exonerated.

#### Case Six:

Three employees were investigated for violating the information and technology policy. One employee was issued a written reprimand, and the two were issued oral reprimands.

#### Case Seven:

An officer failed to report for a scheduled shift. The officer was issued a written reprimand.

### Internal Investigations Summary

As shown above, the Maplewood Police Department takes all complaints seriously, whether generated by the public, other agencies, self-reported, or the Department. This open and transparent reporting of internal investigation information is designed to keep our community members informed on the professionalism of the agency and the City.

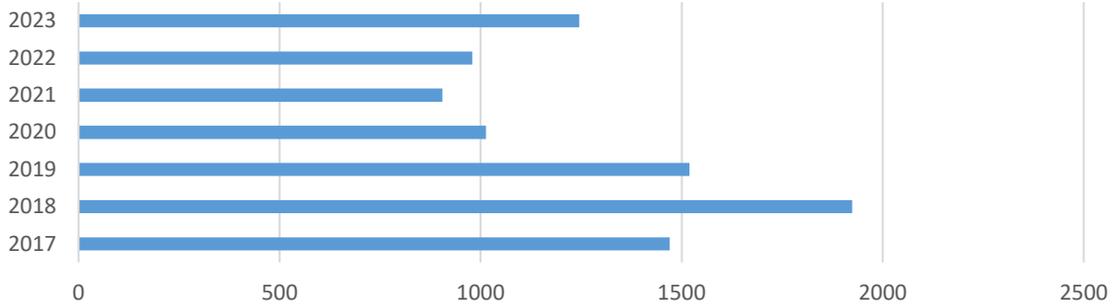
In addition to the internal process, the Minnesota POST Board (peace officer licensing authority for the State of Minnesota) is notified of any internal investigation that violates one of their mandated policies. This allows for greater accountability and allows for actions to be taken against the officer's license. The City of Maplewood began providing this information before it was mandated to ensure transparency and accountability.

### Arrests

Overall, in 2023, the Maplewood Police Department arrested 1,245 people. These arrests are broken down into two categories: Summoned or On-view arrest. Summoned means the suspect was issued a citation for the offense and must appear in court later. On-view arrests mean the suspect was booked into jail or the juvenile detention center. The number of summons was 395, and the number taken into custody was 850.

2023 saw an overall increase in arrests by 21.5% from 2022. Below is a chart of the number of people arrested for the past five years.

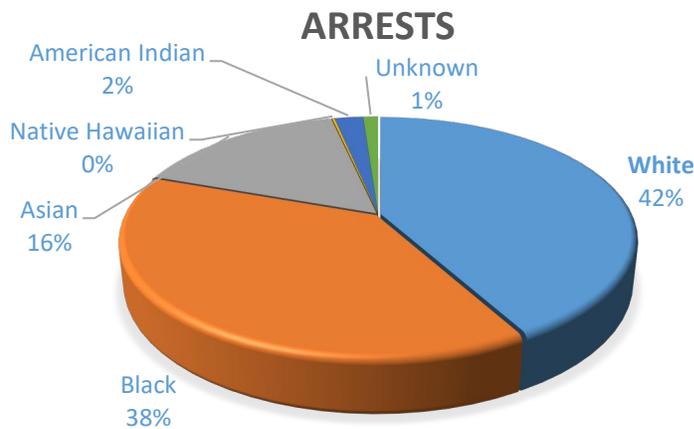
### Total Arrests by Year



Most arrestees in 2023 (75.5%) continue to reside outside the City of Maplewood. Of the 1245 people arrested for Maplewood offenses in 2023, 940 did not live in the City.

Below is an overall representation of arrests related to race. Overall, Whites and Blacks had the most arrests. When including all types of arrests (both custodial and summoned), Whites were arrested 521 times, and Blacks were arrested 479 times. Together, they represent 80% of arrests in the City of Maplewood.

Race	Total
American Indian or Alaska Native	27
Asian	200
Black or African American	479
Unknown	14
White	521
Native Hawaiian	2

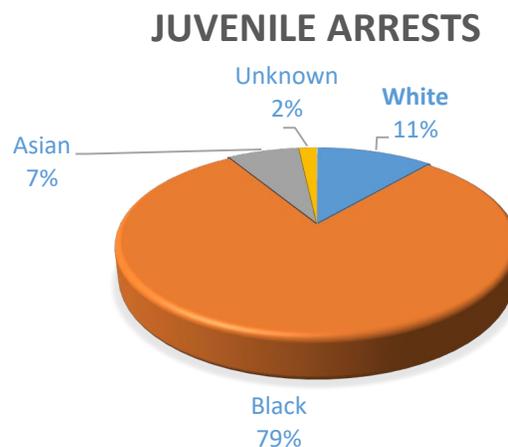


As you can see, the above chart does not show Hispanics. In the Maplewood Police Department's internal records system, Hispanics or Latinos are not identified as a race but as an ethnicity. This allows for a more inclusive process for more accurate categorization of people who have contact with law enforcement. Below is a chart identifying those with Hispanic/Latino heritage who were the subject of police enforcement activity.

Ethnicity	Total
Hispanic or Latino	91
Not Hispanic or Latino	1065
Unknown	88

Ethnicity is not broken down into specific races throughout the report and data. Of the 1245 arrests represented by the report, 91 people were classified or identified as Hispanic or Latino. Known Hispanic or Latino ethnicity is present in 7.3% of all department arrests.

Juvenile arrests for 2023 were recorded at 116, representing 9.3% of all arrests, including warrant arrests.



#### Discretionary versus Non-discretionary

The City of Maplewood has chosen to break down the enforcement activity of the overall arrests. This includes all misdemeanors, gross misdemeanors, and felony arrests. A police supervisor then reviews the arrests to determine what is categorized as discretionary and non-discretionary enforcement activity. If officers were called to a crime where a victim wanted to pursue charges, there was a policy or statutorily required action, or court order or warrant, it was considered non-discretionary. If the action was officer-initiated and did not meet the above-noted requirements, it was generally determined to be a discretionary enforcement action.

The traffic offenses not included in arrest (booking) data are; misdemeanor insurance violations, careless driving, federal commercial vehicle rules violations, no driver's license in possession, crosswalk violation, reckless driving, display as valid any canceled/revoked/suspended or expired driver's license, expired registration, failure to change the address on driver's license, driving without valid license endorsement, handicapped parking zone violation, instruction permit violation, limited driver's license violation, littering, loud exhaust, noise nuisances, parking on an unimproved area, passing a parked emergency vehicle, improper passing, speed, duty to drive with due care, stop light and stop sign, failure to drive in a single lane, lights to be displayed, unreasonable acceleration, unsafe equipment, use of headphones while driving, seat belt and passenger/child restraint violations, inattentive driving, equipment violations, window tint, crossing the centerline, and all other offenses related to parking and moving violations. All of these traffic-related offenses will be included in traffic stop data.

Below is a general outline of what was included in each category:

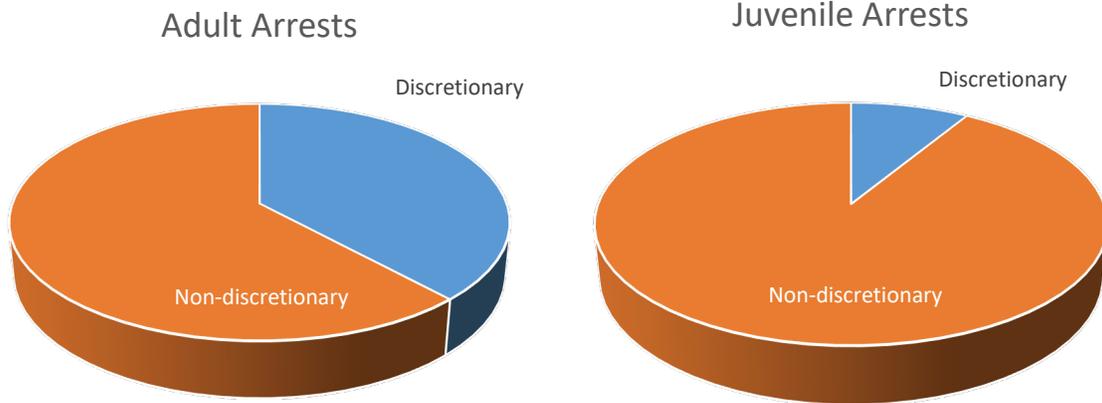
**Non-discretionary:**

- Hit-and-run crash enforcement
- DWI arrest – secondary to a crash or a suspicious incident report (not including traffic complaints)
- Assaults
- Domestic violence
- Interfering with an emergency call
- Terroristic Threats
- Order for protection violations
- Driving after cancellation-inimical to public safety – secondary to a crash
- Criminal vehicular operation
- Burglary
- Trespassing – initiated by a complainant
- Malicious punishment of a child
- Criminal damage to property
- Criminal sexual conduct
- Disorderly conduct – initiated by a complainant
- Criminal Damage to Property – initiated by a complainant
- Fraud/Forgery/Counterfeit bills
- Harassment/Stalking
- Predatory offender violations
- Crimes on school grounds where the school is requesting enforcement action
- Auto theft
- Weapon offenses
- Warrant arrest
- Robbery
- Shootings/Discharge of a firearm
- Homicide/Manslaughter
- Theft/Shoplifting
- Tampering with a motor vehicle – initiated by a complainant
- Assisting other agencies with apprehending a party wanted by them
- School-initiated reports

**Discretionary:**

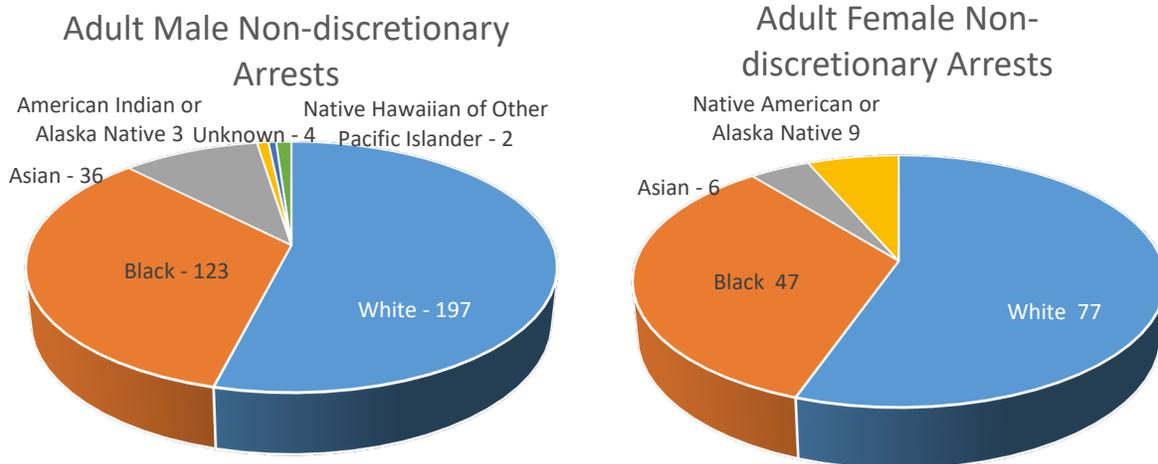
- Falsely reporting a crime
- Obstruction of justice
- Code violations
- Narcotics – including drug offenses
- Disorderly conduct – officer initiated
- Possession of burglary tools
- Sale of tobacco and alcohol to underage persons
- Tampering with a motor vehicle
- DWI, traffic
- Driving after cancellation-inimical to public safety – officer initiated
- All officer-initiated traffic and code violations
- Trespassing – officer initiate

The total number of custodial arrests was 1245. Adults had significantly more discretionary arrests than juveniles. In large part, it was a result of DWI enforcement. Adults were arrested on discretionary DWIs 202 times compared to two for juveniles.



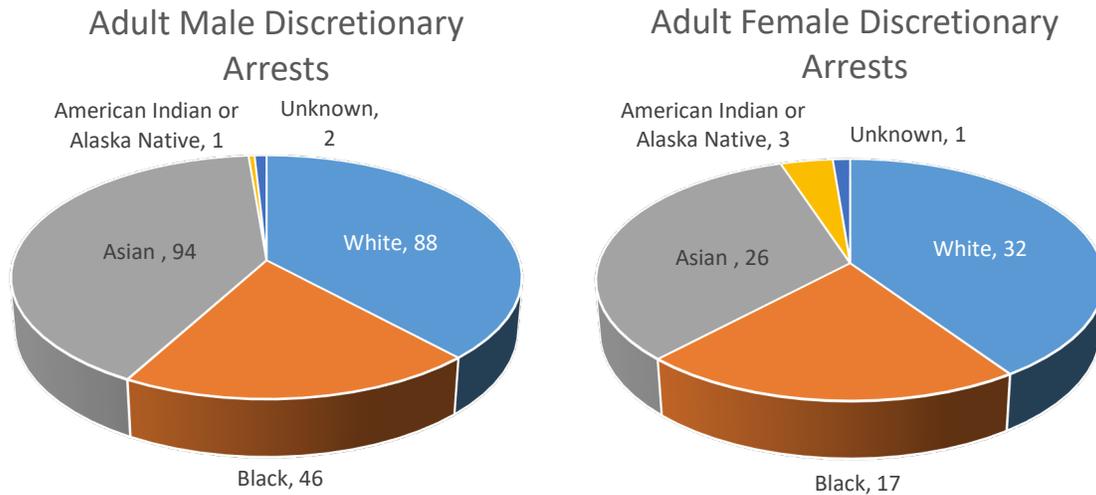
### Non-discretionary Adult Arrest

Males represented the majority of adult non-discretionary arrests, with 231. Below is a racial breakdown by sex of non-discretionary arrest. Most non-discretionary adult arrestees did not reside in the City of Maplewood. Two hundred fifty-nine arrestees (83%) live out of Maplewood. The largest categories of non-discretionary arrests were shoplifting (88), warrants (74), and domestics (69).



### Discretionary Adult Arrest

Males also represented the majority of adult discretionary arrests, with 310. As seen with non-discretionary arrest, most people arrested do not reside in Maplewood. 83.5% of those arrested based on officer discretion do not reside in the city. Below is a racial breakdown by sex of discretionary arrests. The majority of discretionary arrests were drunk driving arrests (202).



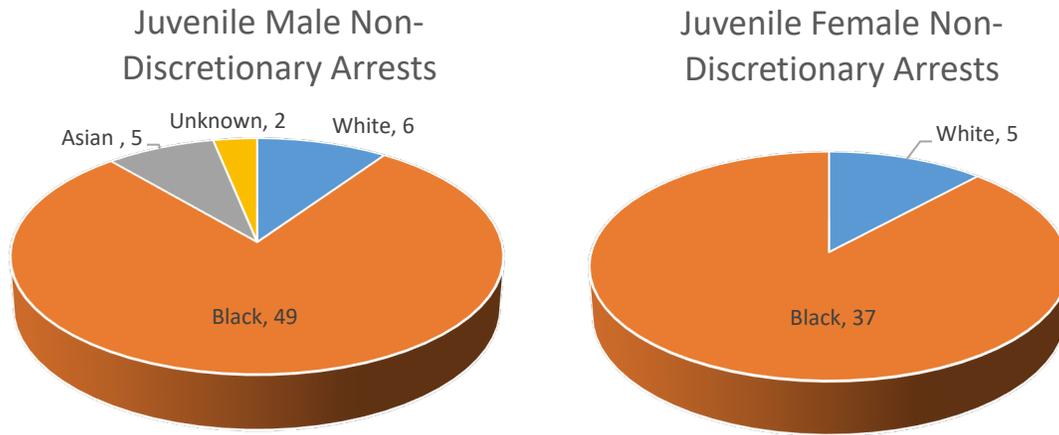
### Juvenile Arrest

Juvenile discretionary arrests traditionally represent a small percentage of juveniles arrested in the City of Maplewood. Again, this year, there was an insufficient sample size to draw conclusions. Eleven of the 115 juvenile arrests were determined to be discretionary. To better understand juvenile arrests, we have listed the primary reason for arrests related to juveniles. Although one arrest may have multiple charges, the agency lists the primary cause. Below, you will find the reason for the arrest and the number of juveniles arrested for that offense. The majority of the narcotics arrests were a result of schools locating illegal substances on students. Additionally, the agency sees the same juveniles committing multiple criminal acts annually, meaning the total number of actual arrestees is much lower than the 115 individual incidents.

Theft	26
Assault	11
Robbery	11
Auto Theft	10
Riot (third degree)	9
Narcotics	7
Trespass	7
Burglary	6
Aggravated Assault	4
Criminal Sexual Conduct	4
Domestic	4

Criminal Damage to Property	3
Warrant Arrest	3
DWI	2
Threats of Violence	2
Traffic Offense (crashes)	2
Disorderly Conduct	1
False report to 911	1
Fraud	1
Harassment	1

Juvenile non-discretionary arrests represent the vast majority of all juvenile arrests. Like adults, juvenile arrests consist of more males than females. Juvenile males accounted for 62 of the 104 non-discretionary total juvenile arrests. The average age of a juvenile arrestee continued to be 14 years old.



## Traffic Stops

Traffic enforcement is a significant community safety concern. The Minnesota Office of Traffic Safety's preliminary report for 2023 states that 370 people were killed on Minnesota roadways in 336 crashes<sup>10</sup>. The initial report shows two fatal crashes in Maplewood, with six serious injury crashes resulting in eight people seriously injured.

In 2023, Maplewood Police responded to 1023 crashes; 115 were crashes with injuries<sup>11</sup>. Property damage crashes were the most common, with 687 occurring in 2023. Property damage hit-and-run crashes were the second most common, with 221. Of the 115 accidents with injuries, six were hit-and-runs.

The City of Maplewood previously had one of the highest auto theft rates in the metro area. The Maplewood Police Department receives a grant from the State of Minnesota Commerce Department funding for two full-time auto theft detectives. These full-time detectives follow up on all auto thefts and recovered stolen vehicles in the City of Maplewood. As a result, our submissions for charging to the Ramsey County Attorney's Office have increased dramatically. Additionally, in 2023, the Maplewood Police Department implemented license plate reading technology in all front-line squad cars. This technology increases license plate numbers run in the national database and identifies more stolen

<sup>10</sup> Department of Public Safety, Office of Traffic Safety, Retrieved January 12, 2024, from <https://dps.mn.gov/divisions/ots/reports-statistics/Pages/monthly-preliminary-fatal-crash-numbers.aspx>

<sup>11</sup> Maplewood Police Internal Records search conducted January 12, 2024. Search conducted on incident codes APD, AWI, AHR, HRI occurring in 2023,

vehicles. As a result of this increased focus, Maplewood reduced auto theft by 52.5% this year compared to 2022.

In 2020 and 2021, many agencies changed their pursuit policies to reduce the risk of a pursuit-related tragedy to an innocent motorist. Agencies, including Maplewood, restricted pursuits to only those involving persons wanted for violent crimes. Maplewood officers no longer chase stolen vehicles or any other non-violent offenders. Furthermore, Maplewood officers cannot assist other agencies with pursuits that do not meet the restrictive standard, including using pursuit-ending measures like stop sticks. This metro-wide change, combined with more emboldened criminals, led to a dramatic increase in the number of people fleeing from police in motor vehicles initially.

In 2023, officers engaged in three vehicle pursuits, and 36 vehicles fled from officers without being pursued. This was a sharp decrease from the 55 cars which fled from officers in 2022.

In 2023, officers continued logging specific traffic stop data in the computer-aided dispatch (CAD) program. This type of recording is not obtained on other types of citizen contacts. The information gathered by each officer on each stop is the perceived gender (male or female) of the driver contacted, the perceived race of the driver, the primary reason for the stop, if the driver was searched, if the vehicle was searched, and how they cleared the call. Unlike the City of Maplewood records, the CAD information lists Hispanic/Latino as a separate race, not an ethnicity. For the race, officers can choose from White, Black, Latino, Asian, Native American, or other.

Officers are instructed to record the primary reason for the stop. Many times, officers have multiple reasons to conduct a traffic stop. For example, suppose an officer sees a vehicle speeding with illegal window tint, runs the plate, and finds the registered owner has a warrant. In that case, the officer has three articulable reasons to conduct a lawful stop. In this case, the officer would select the primary reason for the stop. If the warrant were for a violent felonious act, it would likely be that. If the warrant was for fishing without a license and the vehicle was traveling 40 miles per hour over the speed limit, it would be for speed. This is important as many of the first observations are for a moving or equipment violation, yet not the primary reasons for the stop.

Below are the identified criteria for each stop reason:

#### *Moving Violation*

A violation is committed by a driver/passenger while a vehicle is on the road.

- Speeding, swerving over the line, not signaling turns, blocking traffic
- Littering, disobeying traffic signs or signals, incomplete stop, loud music

#### *Vehicle Violation*

Equipment affixed to vehicles or equipment is not operable.

- Registration issues include expired tabs, revoked plates, no license plates, and no temporary plate documentation.
- Broken or burned-out lights, no license plate light, cracked windshield, illegal lights on the vehicle
- Loud muffler
- Obstructed view

### Investigative Stop

The officer articulates reasonable suspicion for conducting a traffic stop

- A vehicle or a person has been identified or is wanted for a crime
- Alerts on the person or vehicle issued by another agency or court, attempt to locate, check welfare
- Vehicles or persons matching the description of suspect vehicles or persons
- Suspicious vehicles
- The vehicle was stopped for reasonable suspicion of a crime

### 9-1-1 Call / Citizen Reported

Citizen complaints or calls for service

- Citizen complaints
- 9-1-1 caller calling on a reckless driver in the area

Clearing codes used after conducting a traffic stop are citation issued, warning issued, report, or advising the driver. Warnings and advising have been placed together for this analysis, as officers use them interchangeably.

In 2023, the Maplewood Police Department conducted 2,895 traffic stops per our computer-aided dispatch system. Traffic stops increased by 59% from 2022. In 2023, officers conducted over twice as many traffic stops as in 2021 when the pandemic was ending.

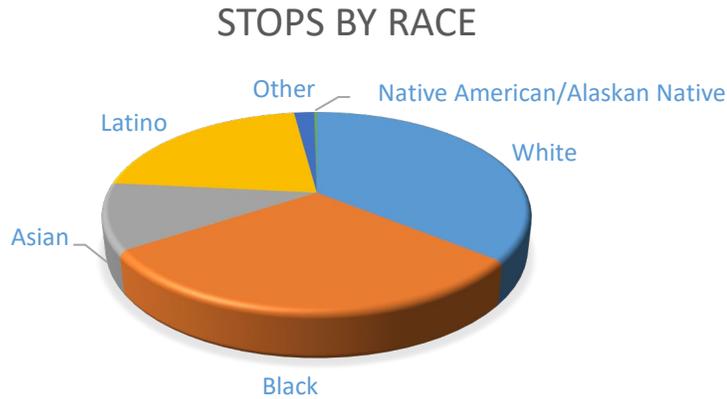


### Traffic Stops by Gender

In 2023, 1,733 males and 1,153 females were stopped (with nine not recorded). This means that men continue to be stopped at a significantly higher rate overall, representing 59.83% of the stops. Men were stopped for moving violations 1,608 times compared to women, who were stopped 1048 times. Men were stopped for vehicle violations 78 times compared to women, who were stopped 69 times. Men were stopped for investigations 47 times compared to women, who were stopped 36 times.

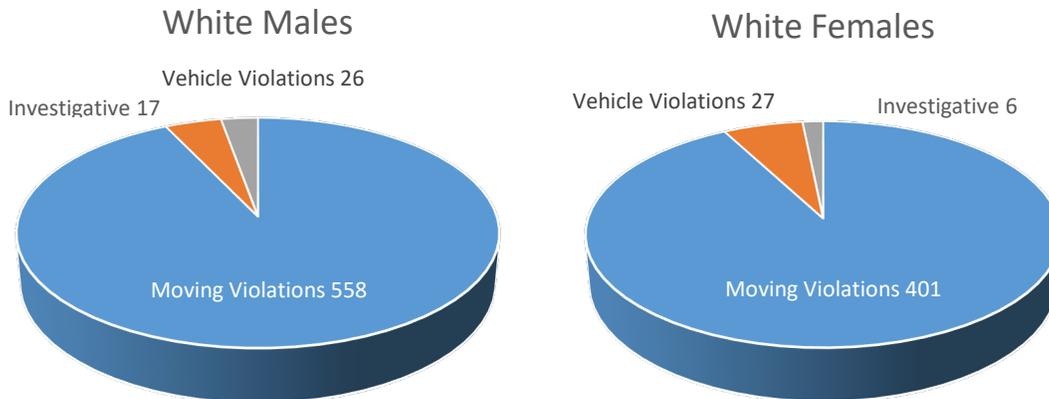
### Traffic Stops by Race

Whites represented the highest number of stops at 1,036, Blacks were second with 864 stops, Latinos were stopped 313 times, Asians were stopped 616 times, others were stopped 53 times, and Native Americans/Alaskan Natives were stopped seven times. The driver's race was not correctly imported into one of the identified categories in six stops.



### Race and Gender and Reason for Stop

Whites were stopped 1,036 times by Maplewood officers in 2023. Below is a breakdown by gender and reason for the stop. Overall, 601 White males and 434 White females were stopped.

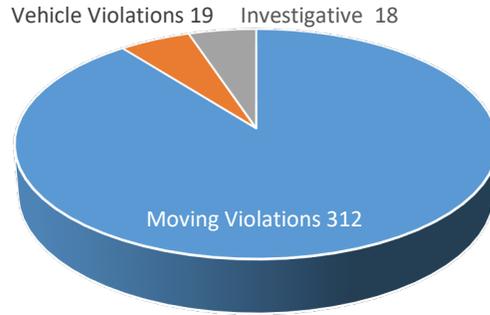


Blacks were stopped 864 times by Maplewood officers in 2023. Below is a breakdown by gender and reason for the stop. 515 Black males were stopped, and 349 Black females were stopped.

Black Males



Black Females

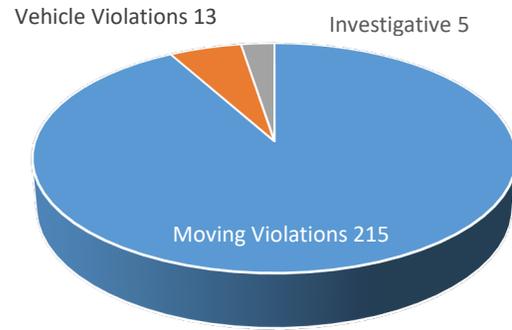


Asians were stopped 616 times by Maplewood officers in 2023. Below is a breakdown by gender and reason for the stop. Overall, 383 Asian males and 233 Asian females were stopped.

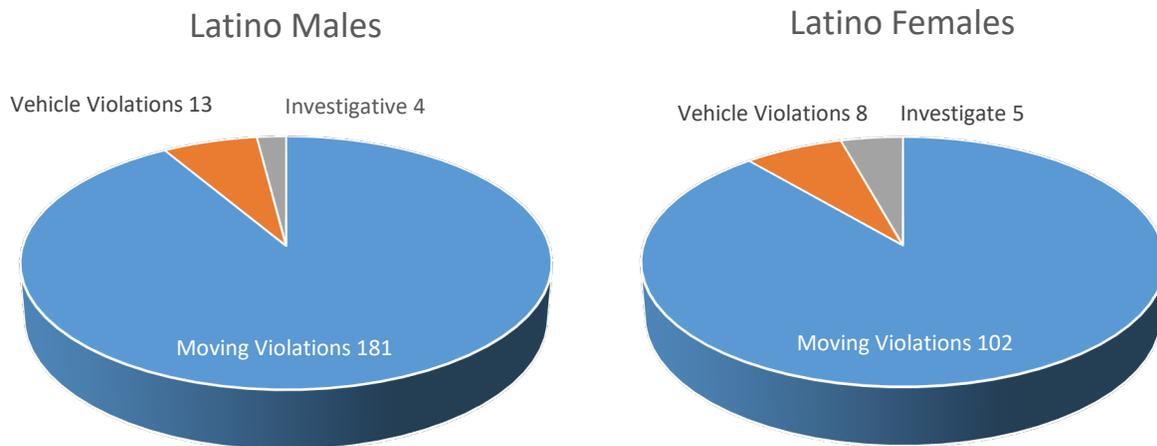
Asian Males



Asian Females



Latinos were stopped 313 times by Maplewood officers in 2023. Below is a breakdown by gender and reason for the stop. Overall, 198 Latino males and 115 Latino females were stopped.



When looking at others and Native Americans/Alaskan Natives, the sample size is too small to draw accurate conclusions. As seen from the nine charts above, regardless of race or gender, officers are stopping people based on similar actions, indicating the Maplewood Police Department is impartial with its traffic enforcement, irrespective of whom they are stopping.

## Conclusion

The vast majority of arrests made by officers are non-discretionary. Additionally, as most of those arrested do not reside in Maplewood, comparing the population's demographics would be inappropriate.

The Maplewood Police Department continues to use a low level of force and holds its officers accountable.

Lastly, traffic stop data shows officers stop people for the same reasons regardless of race.

If you have any additional questions regarding the information in this report, please get in touch with the Maplewood Police Department through our social media sites or website. Everyone at the Maplewood Police Department hopes this information gives you a better understanding of what officers are encountering and your officers' actions.