



2024

COMMUNITY INFORMATION REPORT

Transparency in Policing

Contents

Executive Summary.....	2
Staffing and Recruitment Challenges.....	3
Department Activity and Mission	3
Crime Reporting.....	4
Unmanned Aerial Vehicle (UAV) Program	4
Mental Health	5
Police Use of Force.....	5
Internal Investigations	6
Enforcement Trends.....	6
Conclusion.....	6
Introduction	7
Disclaimer.....	8
Unmanned Aerial Vehicles (UAV)	9
Mental Health	10
Use of Force	12
Use of Force Graphs.....	13
Use of Force Incidents.....	14
Internal Investigations	17
Investigation Summaries.....	17
Arrests.....	19
Discretionary versus Non-discretionary.....	21
Non-discretionary Arrest	23
Discretionary Arrest	24
Traffic Stops	25
Traffic Stops by Gender.....	28
Traffic Stops by Race	28
Conclusion.....	31

Executive Summary

Introduction

Since 2017, the Maplewood Police Department has conducted ongoing analyses of its officers' enforcement actions. This initiative aims to better understand the application of enforcement actions and provide transparent, accessible information to the community. The department remains committed to identifying trends related to race and gender in both discretionary and non-discretionary enforcement, reinforcing its priority of building and maintaining community trust.

Department Overview

In 2024, the Maplewood Police Department continues its mission to serve the community under the leadership of Chief Brian Bierdeman, who serves as the Public Safety Director and Chief Law Enforcement Officer. Deputy Chief Busack supports Chief Bierdeman by overseeing the department's three divisions, each managed by a lieutenant. Overall the department handled 37,342 case numbers with 6,233 of those being 911 calls.

The department has an authorized strength of 55 sworn law enforcement officers, with an additional four grant-funded positions. To meet the diverse needs of the community, the department also employs:

- Two full-time social workers
- Three community service officers
- Four records specialists
- One administrative office supervisor
- One property and evidence technician
- One IT specialist
- One community outreach coordinator
- One crime analyst

This multidisciplinary team reflects the department's dedication to providing comprehensive public safety services and fostering community partnerships. Through proactive initiatives, data-driven practices, and a commitment to transparency, the Maplewood Police Department strives to enhance public trust and meet the evolving needs of its residents.

The Maplewood Police Department operates as a full-service agency comprising three divisions:

- **Patrol Division:** Led by Lieutenant Hoemke, this division includes six sergeants and 33 officers who provide frontline public safety services.
- **Investigations Division:** Led by Lieutenant Steiner, this division features five detectives, a school resource officer, a violent crime enforcement detective, two auto theft detectives, a Bureau of Criminal Apprehension (BCA) violent crime detective, and a crime analyst.
- **Professional Standards Division:** Led by Lieutenant Dugas, this division oversees the records and property units, embedded social work and mental health outreach team, and community outreach.

Staffing and Recruitment Challenges

In 2024, law enforcement agencies across the nation faced ongoing challenges in recruitment and retention. Many officers left the profession entirely or transitioned between agencies, with some departments in Minnesota forced to dissolve due to severe staffing shortages. In response, agencies increasingly relied on hiring bonuses and specialty assignments to attract talent. Contributing factors to this crisis included a competitive labor market, negative public perceptions of law enforcement, health risks, and a declining appeal of the profession to younger generations.

Despite these challenges, the Maplewood Police Department has successfully established pathways for individuals pursuing careers in law enforcement. Through its Community Service Officer (CSO) program, students complete the officer hiring process and, upon successful licensing, transition seamlessly into sworn officer roles. In 2024, two officers advanced from CSO to full-time officers. The department also maintains an open, streamlined, rapid-hire process that ensures prompt engagement with candidates. Applications are processed immediately, with candidates contacted for an initial interview with command staff. Successful applicants progress directly to a chief interview and, if approved, leave with a background investigation packet. Depending on background complexity and the availability of psychologists and physicians, the application-to-hire process can be completed in as little as six weeks.

In addition, the department has successfully attracted exceptional lateral candidates drawn to its supportive leadership, family-first culture, comprehensive wellness program, competitive wages, and strong community relationships. These efforts have enabled the Maplewood Police Department to maintain high staffing levels without actively recruiting from other agencies.

Furthermore, the department remains committed to fostering a diverse police force that reflects and represents the community it serves. By prioritizing these hiring practices we continue to attract highly qualified non-traditional applicants, including those from underrepresented backgrounds, second-career professionals, and individuals with unique skill sets that enhance our ability to serve a diverse population. Our investment in diversity, equity, and inclusion ensures that the department remains adaptable, culturally competent, and equipped to meet the community's evolving needs. At the end of 2024, the agency was made up of 42% of non-traditional officers.

Department Activity and Mission

In 2024, the Maplewood Police Department handled 37,342 incidents, ranging from minor infractions and citizen assists to serious crimes such as homicides. The department remains committed to its mission:

“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.”

Crime Reporting

The preliminary crime data for 2024 is outlined below. Reporting standards evolve at state and national levels, influencing the categorization and analysis of crime statistics. Consequently, certain categories have experienced significant variations over time. The table below reflects the most current data available.

Offense	2024	2023	2022	2021	2020	2019
Robbery	34	40	46	37	43	32
Aggravated Assault	97	89	79	84	72	73
Burglary	159	130	209	283	301	282
Larceny	631	639	624	575	624	1,103
Theft from Auto	213	313	792	1061	844	609
Motor Vehicle Theft	103	159	328	258	260	191
Arson	7	12	4	13	9	6
Fraud	215	180	221	273	280	301
Criminal Damage	353	373	878	1054	871	553
Sexual Assault	61	38	34	19	26	32
Narcotics	84	157	136	130	135	158
Murder	2	0	2	1	0	1

Unmanned Aerial Vehicle (UAV) Program

In 2023, Maplewood Public Safety successfully launched its Unmanned Aerial Vehicle (UAV) program, a milestone made possible through the support of elected officials, the Multicultural Advisory Committee, and the community. In 2024, the department conducted over 100 UAV deployments, reporting these to the Bureau of Criminal Apprehension (BCA) as required, along with additional uses under authorized search warrants. The program is operated by 12 licensed and trained UAV operators, utilizing a fleet of four UAVs—two designed for outdoor applications and two specialized for indoor use.

To uphold transparency and community trust, the department provides monthly documentation of all UAV deployments. These reports are publicly accessible on the department's website at Unmanned Aircraft Systems (UAS) Deployment Reports | Maplewood, MN. The UAS Monthly Deployment Report includes comprehensive details for each deployment, such as the date, time, location, and purpose. This proactive approach ensures that the public remains informed about the department's use of UAV technology in enhancing public safety.

Mental Health

In 2024, Maplewood Public Safety continued its commitment to addressing mental health needs through its embedded social worker (ESW) program. This program includes two full-time social workers integrated into public safety operations, providing critical resources to both the community and emergency responders.

The Maplewood Police Department responded to 782 emergency calls where mental health was identified as the primary issue. Of these, 435 were dispatched as an individuals experiencing a crisis, and 30 were calls reporting suicides in progress. These figures do not account for completed suicides, underscoring the significant volume of mental health-related incidents managed by the department.

The embedded social worker program has proven to be an invaluable asset, offering expert intervention and support in situations involving mental health crises. This initiative reflects Maplewood Public Safety's longstanding dedication to serving all members of the community and proactively working to prevent tragedies. Through partnerships, innovation, and compassion, the department continues to address the complex challenges of mental health in public safety.

Police Use of Force

In 2024, the Maplewood Police Department managed 37,342 incidents, arresting 1,122 people during this period and used force in only 16 instances. Below is a five-year overview of use-of-force incidents:

Year	Number of Subjects
2024	16
2023	17
2022	13
2021	16
2020	15
2019	22

In 2024, force was used on 13 males and three females, with the average age of males being 37 and females being 52—both higher than in the previous year. Officers were dispatched to the situation where force was used in 15 of the 16 cases. Notably, Maplewood police officers neither used nor attempted to use lethal force in 2024.

Internal Investigations

For the sixth consecutive year, the Maplewood Police Department has published information on all internal investigations. The department is committed to maintaining community trust by exceeding expectations for professionalism and accountability. This report includes an overview of each investigation and its disposition while respecting legal constraints on disclosure. The report also details:

- What constitutes misconduct
- How complaints are handled
- An overview of each investigation

This commitment reflects the department's dedication to transparency and accountability in all its operations.

Enforcement Trends

The department continues to monitor the racial makeup of discretionary and non-discretionary arrests. Data reveals disparities in the racial composition of overall arrests compared to the community demographics. However, discretionary arrests more closely mirror the racial diversity of Maplewood, indicating that officers demonstrate equity in enforcement and a conscientious approach to mitigating unconscious bias.

According to the 2020 Census, the City of Maplewood is home to over **42,000 residents**, with a diverse population.

Conclusion

The Maplewood Police Department remains a leader in professionalism, transparency, accountability, and restraint in the use of force. By adhering to these principles, the department continues to foster trust and ensure equitable service to all members of the community.

Introduction

The 2024 Community Information Report builds upon prior publications, continuing the Maplewood Police Department's commitment to transparency and community engagement. Each year, the report evolves to address emerging community needs and expectations. Local and national events often raise questions about law enforcement operations, and as a community-centered organization, the department seeks to address these questions with the highest level of transparency.

The 2017 Community Information Report marked a milestone as the first to differentiate between discretionary and non-discretionary arrests, categorized by race, gender, age, and ethnicity. Additionally, the report examined the community's racial demographics to identify potential disproportionalities.

Subsequent reports have addressed a variety of topics:

- The 2018 report analyzed victims and suspects in violent crimes, such as robberies and assaults, noting trends in demographics and relationships between suspects and victims.
- The 2019 report focused on call locations, identifying that commercial properties and multi-housing complexes disproportionately utilized police resources compared to single-family homes. This report also highlighted the growing concern of mental health-related calls, which accounted for over 8% of 9-1-1 responses that year.
- Since 2020, the department has emphasized internal transparency, publishing data on use-of-force incidents, internal affairs, and disciplinary actions. These efforts reflect a commitment to building trust through open communication.

In 2024, the Maplewood Police Department handled 37,342 incidents, of which 6,233 were 9-1-1 calls (excluding fire and EMS-related calls). Mental health-related calls remain significant, demonstrating the ongoing need for specialized responses.

Purpose of Report

The Maplewood Police Department is dedicated to transparency in all aspects of its operations. This report provides the community with meaningful insights into police activities, going beyond raw data to include contextual information. Key areas of focus include the differences between discretionary and non-discretionary arrest data, the circumstances surrounding use-of-force incidents, and internal operations.

The Multicultural Advisory Committee (MAC) plays a vital role in shaping the report by reviewing information, advising on various topics, and collaborating with the department to improve agency practices. Additionally, the department publishes its Policy Manual and Annual Strategic Plan on its website, allowing for public review and accountability.

This report fulfills recommendation number two in the department's policy manual prologue, which emphasizes:

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.

The report also aligns with the 21st Century Policing principles identified in 2015 by President Obama's Task Force. These principles include six pillars:

1. Building Trust and Legitimacy
2. Policy and Oversight
3. Technology and Social Media
4. Community Policing and Crime Reduction
5. Training and Education
6. Officer Wellness and Safety

Disclaimer

The information presented in this report was accurate at the time of compilation. However, the status of offenders, suspects, and arrestees may change as cases are reviewed and charged by the City Attorney's Office or the County Attorney's Office. Charging decisions can take months or longer, so the figures in this report may evolve over time.

The data included in this report is sourced from multiple systems, including in-house records and computer-aided dispatch systems. It is more comprehensive than information provided under reporting laws to state or federal agencies. Trends in the data may differ from prior reports due to changes in crime patterns, departmental priorities, or newly available information.

The Maplewood Police Department remains committed to adapting its operations and reporting practices to meet the needs of the community while maintaining the highest standards of transparency and accountability.

Unmanned Aerial Vehicles (UAV)

The Maplewood Police Department launched its Unmanned Aerial Vehicle (UAV) program in 2023, following a transparent and collaborative process. Listening sessions with the public and presentations to the City Council highlighted widespread community support for public safety initiatives and appreciation for the department's transparency throughout the program's development and implementation.

In 2024, the department obtained a new Federal Aviation Administration (FAA) Certificate of Authorization (COA) and a Beyond Visual Line of Sight (BVLOS) waiver, significantly enhancing its UAV program's operational capabilities. The BVLOS waiver allows UAV operators to pilot drones beyond their immediate line of sight, expanding the range and scope of UAV deployments. This capability is particularly valuable in locating suspects, search and rescue, disaster response, and monitoring areas that are otherwise difficult to access. By leveraging this advanced authorization, the department can respond more efficiently and effectively to emergencies, further improving public safety outcomes and operational readiness. The department currently operates four UAVs, including two DJI Mavic 3Ts designed for exterior use and two DJI Avatas optimized for interior operations.

Transparency and Reporting

The department exceeds state and federal reporting requirements by publishing monthly UAV deployment reports on its website. These reports include details such as the date, time, location, and purpose of each deployment. Reports are accessible at [Maplewood UAV Deployment Reports](#).

In 2024, the department conducted 106 reportable UAV deployments and additional deployments under search warrants. This was an increase from 2023 when the agency had 79 deployments. These deployments are categorized according to state statute into nine reason codes:

Reason Code	Description	Number of Flights
1	During or in the aftermath of an emergency situation involving the risk of death or bodily harm to a person	62
2	Over a public event with a heightened risk to participants or bystanders	0
3	To counter the risk of a terrorist attack by a specific individual or organization with credible intelligence	0
4	To prevent loss of life and property during natural or man-made disasters, or to assist in planning and recovery efforts	0
5	To conduct a threat assessment in anticipation of a specific event	1
6	To collect information from a public area when there is reasonable suspicion of criminal activity	25

Reason Code	Description	Number of Flights
7	To collect information for crash reconstruction purposes after a serious or fatal collision on a public road	0
8	Over a public area for officer training or public relations purposes	18
9	For non-law enforcement purposes at the request of a government entity	0

Program Success

The UAV program continues to be highly successful, with more uses in 2024 than the previous year. Twelve emergency responders are fully licensed and operational, providing 24/7 coverage. Each UAV deployment is carefully documented, reviewed by command staff, and shared with the public to maintain accountability.

The department will continue evaluating this program and explore other innovative solutions to enhance emergency response and service to the community.

Mental Health

The Maplewood Police Department continues to prioritize mental health as an essential component of community well-being and public safety. By tracking cases primarily driven by mental health issues, the department achieves several key objectives: understanding the scope of mental illness within the community, enabling the Mental Health Outreach Team (MHOT) and embedded social workers (ESW) to identify individuals in need of assistance, and informing both the community and the agency for future planning and response efforts.

The Mental Health Outreach Team (MHOT) is a collaborative public safety initiative that combines the expertise of community paramedics, law enforcement officers, and embedded social workers. This unique program is designed to support individuals struggling with mental illness who lack access to necessary resources and services. The team's primary goal is to prevent mental health-related tragedies through proactive intervention and support.

In 2024, embedded social workers followed up with hundreds of community members identified as needing assistance. These follow-ups included comprehensive assessments, connections to appropriate services, and short-term case management to ensure individuals do not fall through systemic gaps. Additionally, embedded social workers participated in co-responses with officers when requested, ensuring that community members received specialized care while allowing officers to focus on crime prevention and community engagement.

The Maplewood Police Department responded to 6,233 9-1-1 calls (excluding fire or EMS-related calls) as part of the 37,342 total incidents handled in 2024. Among these, 435 calls involved individuals in crisis, and 30 were calls for suicides in progress. Completed suicides are

categorized as death investigations and are not included in these figures. Officers also handled 782 calls in 2024, classified as primarily driven by mental health concerns, reflecting the ongoing prevalence of mental health issues in the community.

The department remains committed to equipping its officers with the tools and training necessary to handle these complex situations effectively. All officers are required to complete comprehensive mental health-related training, including Crisis Intervention Training (CIT), Duty to Intervene training, De-escalation training, and Autism Awareness training. These programs are complemented by advanced scenario-based training, medical training, and defensive tactics, ensuring officers are well-prepared to de-escalate tense or hostile situations involving individuals with mental illness.

Mental health training and response remain integral to the department's strategic plan, reflecting its dedication to meeting the community's high expectations. Through these efforts, the Maplewood Police Department ensures that all residents receive the support and services they need, while officers continue to uphold the highest standards of professionalism and care.

Use of Force

The Maplewood Police Department is dedicated to delivering exceptional service to the community while maintaining transparency and accountability in all enforcement activities, including the use of force. The City of Maplewood has made significant investments in officer training to reduce the need for force and ensure it is used appropriately when necessary. Advanced training, strict policies, thorough supervision, and transparent practices have resulted in an exceptionally low use-of-force rate. The department's policies on the use of force are detailed in its policy manual, primarily in Policy 300, which is accessible on the department's website.

Force may become necessary in specific situations, such as in self-defense or the protection of others. The International Association of Chiefs of Police defines the use of force as the "amount of effort required by police to compel compliance by an unwilling subject." In 2024, the Maplewood Police Department used force in only 0.042% of total incidents, reflecting the professionalism, accountability, and commitment of its officers. Force was used on 13 males and three females, with an average age of 37 for males and 52 for females. Of the 16 individuals involved in use-of-force incidents, 13 were non-residents of Maplewood. These incidents spanned various shifts and occurred during calls ranging from weapons offenses and domestic disturbances to mental health crises and burglaries.

Maplewood officers are equipped with a range of less-lethal tools and techniques to ensure safe and effective resolution of incidents. These include irritant spray, tasers, extended-range impact munitions (ERIM), pepper balls, impact devices, and police K9s. Additionally, officers are trained in physical subject-control techniques such as verbal commands, escort holds, pain compliance, controlled takedowns, leg restraints, and strikes. Multiple techniques are often employed during a single incident to ensure the safety of all involved.

In 2024, all 16 incidents involved the use of less lethal force, with no lethal force used or attempted. Of these incidents, 15 were responses to dispatched calls, while one resulted from officer-initiated contact. Mental illness or a crisis was a known or suspected factor in nine cases, and alcohol or drug impairment was identified in 10 incidents. Injuries related to the use of force were minimal, with subjects experiencing minor abrasions, taser probe punctures, or other superficial injuries. Only one officer sustained a minor injury during the year during a use of force incident.

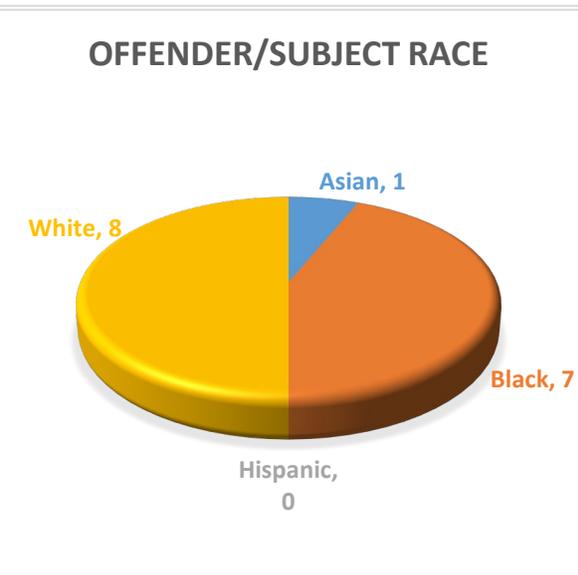
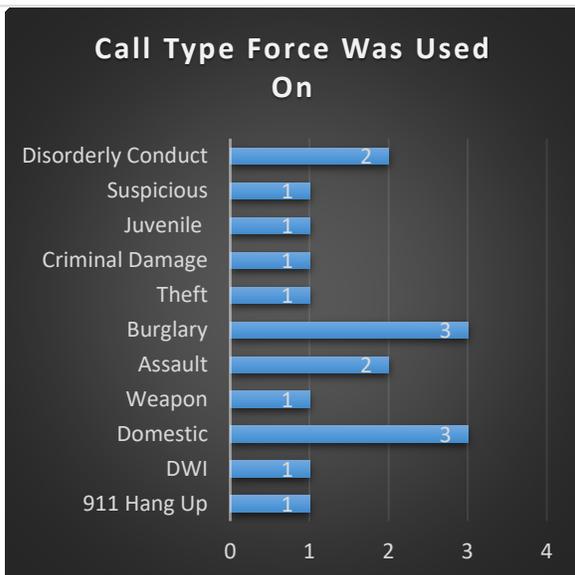
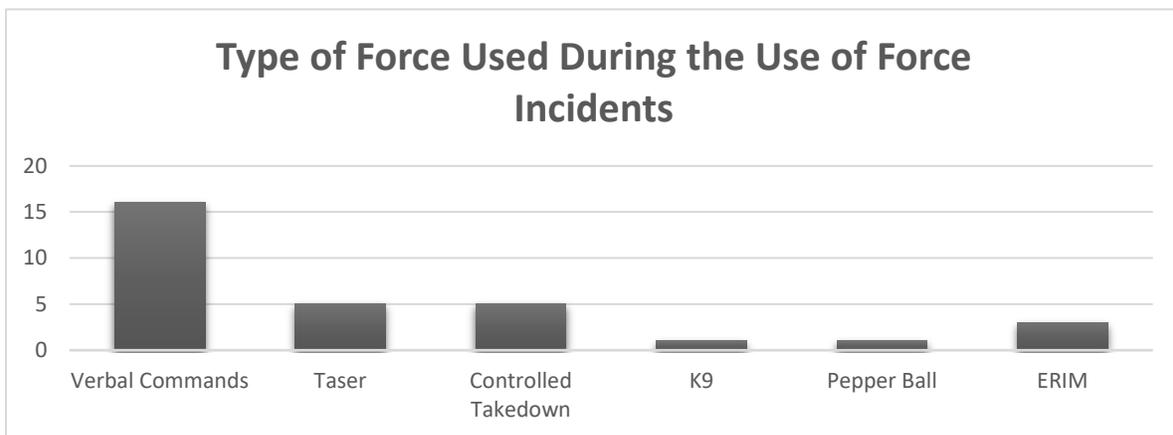
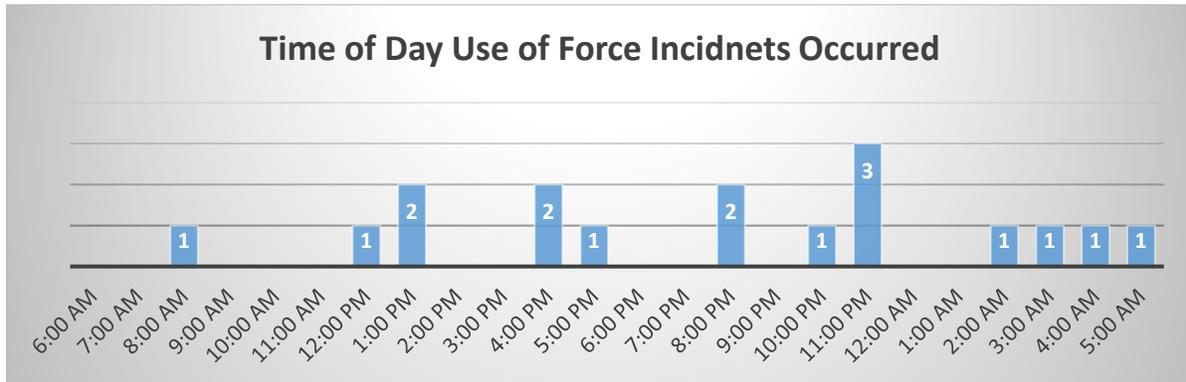
The department remains committed to transparency and accountability, with every use-of-force incident undergoing a rigorous review process. Supervisors are called to the scene of each incident to conduct an initial investigation, followed by reviews from the Divisional Lieutenant, Deputy Chief, and Chief of Police. This process includes examining body-worn camera footage and ensuring compliance with both legal standards and department policies. The Training Unit also evaluates each incident to identify potential improvements or additional training needs.

Overall, the Maplewood Police Department's use of force remains low relative to the number of incidents handled, the complexity of calls, and the number of individuals in crisis encountered. By prioritizing professionalism, transparency, and continuous improvement, the department

strives to meet the community’s high expectations for equitable, ethical, and effective policing. This commitment ensures public trust and enhances the safety and well-being of the community.

Use of Force Graphs

The graphic illustrations below present detailed data on the timing of the incidents, the types of calls during which they occurred, the demographics of the subjects involved, and the techniques or tools utilized during the encounters.



Use of Force Incidents

The department has provided a concise overview of each incident involving the use or reported use of force. Each summary outlines the circumstances surrounding the incident.

January 5, 2024 (10:59 PM): Officers responding to a disorderly conduct call observed two vehicles stopped in the roadway. Upon investigation, they discovered a 41-year-old white female had passed out intoxicated behind the wheel of one of the vehicles. A good Samaritan had stopped to assist. Officers initiated a DWI investigation and attempted to arrest the driver, who resisted. During the struggle, the driver was wrestled to the ground and sustained a minor lip injury. At the police department, the suspect became further combative, kicking officers and refusing chemical testing. She was booked into jail for DWI test refusal, fourth-degree assault, and obstruction of legal process.

January 17, 2024 (11:57 PM): Dispatch received an open 911 call with audible threats of violence. Officers traced the call to an address and arrived to find a 41-year-old black male leaving the residence. When ordered to stop, the male fled on foot. During the pursuit, he fell, then aggressively approached officers, yelling for them to shoot him while ignoring commands to stop. After multiple warnings, officers deployed a taser to subdue the suspect, who was arrested without further incident. He was booked into jail on multiple felony warrants, obstruction, and fleeing on foot.

January 25, 2024 (10:00 PM): Officers were dispatched to a construction site burglary after an alarm activation and surveillance video showed a suspect inside. Upon arrival, officers established a perimeter and issued commands for the suspect (37-year-old white male) to surrender. When the suspect failed to comply, a K9 was deployed to search the premises. The K9 located the suspect hiding behind a shower insert, and the suspect was bitten during the apprehension. Following medical evaluation, the individual was booked into jail for burglary.

February 3, 2024 (4:24 AM): Officers responded to a report of a 47-year-old black male threatening people with a knife at a transit center. Upon arrival, they located the suspect, who refused commands and advanced toward officers. De-escalation attempts did not defuse the situation. Officers used an extended-range impact munition, successfully subduing the suspect. The complainant declined to press charges, and the suspect was booked for obstruction of legal process.

March 6, 2024 (4:38 PM): Officers were dispatched to a hospital maternity ward for a disorderly conduct incident. The father (a 43-year-old black male) of a newborn had barricaded staff, including a Ramsey County CPS worker, inside a room while resisting efforts to place the child into protective custody. Officers removed the infant from the room, prompting the suspect to charge at them. A taser deployment was ineffective, and officers restrained the individual on the ground. Once restrained, the suspect complied and was booked into jail for obstruction.

March 10, 2024 (11:59 PM): Officers assisted Roseville Police with a domestic assault incident involving a 68-year-old white female suspect who had stabbed her partner and barricaded herself in a bathroom. The suspect was armed with a knife and made suicidal threats. After negotiations

failed, officers deployed chemical irritants, compelling the suspect to surrender. She was arrested and booked for second-degree assault.

March 24, 2024 (1:00 PM): Officers responded to a disorderly conduct call involving a 25-year-old black male sleeping in the entryway of an apartment building. The individual was uncooperative and fled on foot. Officers attempted to use a taser, but the deployment was unsuccessful, and the suspect evaded capture.

April 27, 2024 (5:45 PM): Officers investigated a domestic assault at an apartment complex and identified the suspect (a 31-year-old black male), who had fled the scene. They later found the individual sleeping in a stairwell. When officers woke him, the suspect became hostile and resisted arrest. After a brief struggle, officers restrained him, and he was booked into jail for felony domestic assault.

May 14, 2024 (7:54 PM): Officers responded to an assault at a residence where a 33-year-old white male suspect had attacked two individuals. The suspect fled the scene but was apprehended after a brief foot pursuit. During the arrest, the suspect slid on his knees, sustaining minor injuries. Officers determined that the individual was in crisis, and EMS transported him to the hospital for evaluation.

May 27, 2024 (3:13 AM): Officers were dispatched to an apartment complex where a 32-year-old white male was observed yelling into windows. Upon contact, the suspect exhibited erratic behavior and began smoking methamphetamine in front of officers. When advised he was under arrest, the suspect resisted. Officers restrained him, and EMS transported him to the hospital for evaluation.

July 24, 2024 (11:36 AM): Officers responded to a report of a neighbor assaulting a victim. As the suspect (a 60-year-old white male) returned to the scene, he charged at the victim with a baseball bat, ignoring officers' commands to stop. A taser deployment successfully subdued the suspect, who was then transported by EMS to the hospital before being booked into jail for threats of violence.

August 3, 2024 (5:45 AM): Officers responded to a garage burglary and encountered a delusional 43-year-old white male suspect who had recently been released from jail. Despite attempts to de-escalate the situation, the suspect remained uncooperative and hostile. A taser was deployed to safely detain the individual, who was then medically evaluated and booked into jail.

August 27, 2024 (7:48 PM): Officers arrested a 42-year-old black female suspect involved in shoplifting a cart of merchandise and an electronic scooter. She was uncooperative and had outstanding warrants. The suspect claimed force was used during the arrest. Body-worn camera footage confirmed that no force was applied. She was booked for theft and outstanding warrants.

October 5, 2024 (8:28 AM): Officers responded to a criminal damage to property call where a 48-year-old white female suspect had thrown a drill at a moving vehicle. The suspect ignored commands and refused to drop the drill. Pepperball rounds were deployed near her, prompting compliance. While in custody, the suspect intentionally injured herself by striking her head against the partition in the squad car. EMS transported her to the hospital for treatment.

November 11, 2024 (4:40 PM): Officers were dispatched to a domestic violence call. Officers arrived and determined a 44-year-old black male suspect was wanted for felony terroristic threats, domestic assault, and possession of weapons by a felon. The suspect was not on the scene during the initial investigation but returned to the scene while officers were there. Officers attempted to arrest the suspect and the suspect fled. One officer deployed an extended-range impact munition while the suspect fled. The suspect was later arrested.

November 17, 2024 (1:09 PM): Officers responded to a juvenile runaway call and located the 14-year-old black juvenile who attempted to flee. After a brief pursuit, officers restrained the juvenile, who resisted while being escorted to his mother. Following discussions with the mother and school staff, the juvenile was placed in the juvenile detention center for his safety and supervision.

December 28, 2024 (2:11 AM): Officers conducted a high-risk traffic stop on a 43-year-old black male who was wanted for felony terroristic threats and burglary. The intoxicated suspect was armed with a handgun and partially complied by placing his hands out the window but refused further commands. Officers removed the suspect from the vehicle and restrained him after he tucked an arm beneath him. The suspect was placed into custody without further incident.

Internal Investigations

Personnel complaints are governed by Policy 1002 of the Maplewood Police Department Policy Manual. This manual is updated as needed to reflect changes in best practices, laws, case law, or to incorporate recommendations from department experts, community members, or elected officials. The most current policies are accessible on the department's website. All policy changes are tracked and archived for reference.

The Maplewood Police Department takes all complaints regarding the service provided by the department and its members seriously. Personnel complaints encompass any allegations of misconduct or improper job performance that, if substantiated, would constitute a violation of department policy or federal, state, or local laws, policies, or rules. Complaints may originate internally or from members of the public.

Supervisors may address informal inquiries about conduct or performance that, if true, would not constitute a violation of department policies or applicable laws. Such inquiries typically involve clarifications of department policies, procedures, or responses to specific incidents.

During investigations into allegations of police misconduct, the department aims to gather all available information to establish the facts. Once collected, this information is reviewed by command staff, who provide recommendations or request additional investigation. After command staff ensures the case is fully developed, it is forwarded to the Chief of Police for final disposition.

In 2024, the Maplewood Police Department initiated eight investigations into potential misconduct. Of these, six cases were internally generated, while two were complaints filed by suspects.

For critical incidents or situations involving a conflict of interest, the department engages an independent agency to conduct the investigation. The Maplewood Police Department also conducts investigations for other agencies upon request and with the approval of the Chief of Police. Below is a summary of each 2024 investigation involving Maplewood officers and the corresponding outcomes.

Investigation Summaries

Case One:

The department investigated a squad-involved crash. The property damage crash was determined to be the fault of the officer, who received an oral reprimand.

Case Two:

An investigation into the use of force following a suspect fleeing on foot and ingesting fentanyl found that officers employed tactics in violation of department policy. One officer was suspended, and another received a written reprimand. The incident was captured on body-worn cameras.

Case Three:

A use-of-force investigation was initiated after a suspect fled on foot and an officer attempted to deploy a Taser, which missed the suspect. The use of the Taser was found to violate policy. The officer resigned before the investigation concluded. Had they remained with the department, disciplinary action would have been issued.

Case Four:

An investigation was initiated into an employee's ongoing performance issues unrelated to public interactions. The employee has been on unrelated personal leave, and the investigation is pending.

Case Five:

A suspect filed a complaint against officers involved in a criminal sexual conduct investigation, alleging illegal search and detention. A thorough investigation found the officers' actions to be professional, legal, and within policy. The incident was captured on body-worn and in-squad cameras.

Case Six:

A suspect filed a complaint alleging illegal stop and excessive detention during an investigation into gun pointing and threats of violence. An investigation confirmed that officers acted professionally, legally, and within policy. The incident was fully documented on body-worn and in-squad cameras, with a supervisor present.

Case Seven:

An investigation was initiated into a vehicle pursuit of a burglary suspect. The investigation revealed that the pursuit violated department policy, as the offense was not a violent felony. The officer received a suspension.

Case Eight:

An investigation was initiated into a vehicle pursuit for a stolen vehicle, and misdemeanor theft. The investigation found the pursuit to be in violation of policy, as the offenses were not violent felonies. The officer was issued a suspension.

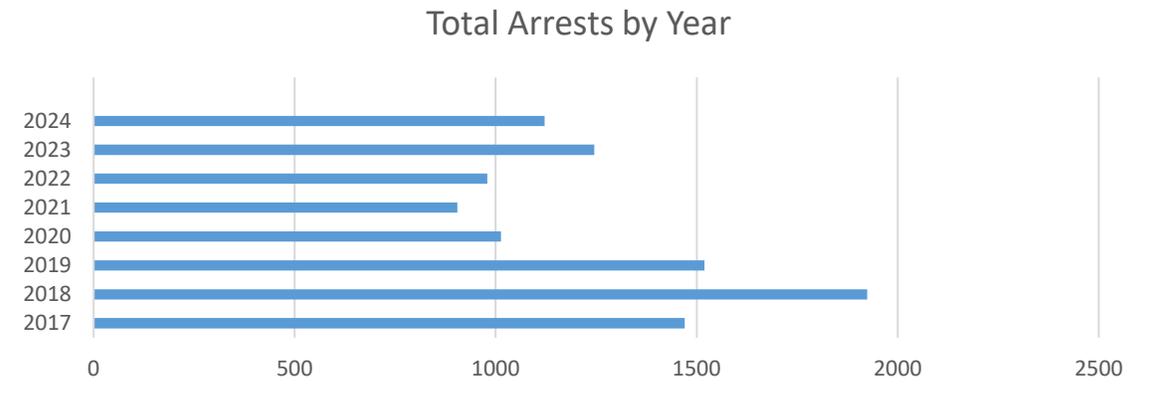
The Maplewood Police Department remains committed to transparency and accountability in addressing complaints, whether generated internally, by the public, or other agencies. This report underscores the department's dedication to maintaining professionalism and fostering trust with the community.

In addition to internal processes, the department notifies the Minnesota POST Board (the state's peace officer licensing authority) of any internal investigations involving violations of mandated policies. This ensures greater accountability and allows for potential licensing actions. Furthermore, all internal investigations are reviewed by the Ramsey County Attorney's Office, providing an additional layer of oversight.

Arrests

Overall, in 2024, the Maplewood Police Department arrested 1,122 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 345, and the number taken into custody was 777 including warrant arrests.

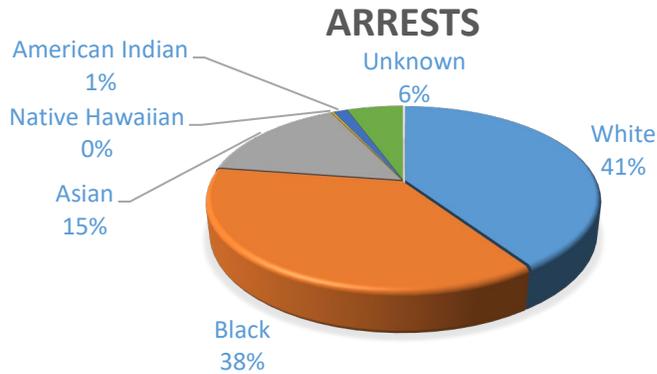
The number of arrests in 2024 decreased overall from 2023, when officers arrested 1,245. Below is a chart of the number of people arrested for the past five years.



Most arrestees in 2024 continue to reside outside the City of Maplewood. Of the 1,122 people arrested for Maplewood offenses in 2024, 841 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 456 times, and Blacks were arrested 413 times. Together, they represent 73% of arrests in the City of Maplewood.

Race	Total
American Indian or Alaska Native	16
Asian	174
Black or African American	413
Unknown	63
White	456
Native Hawaiian	0

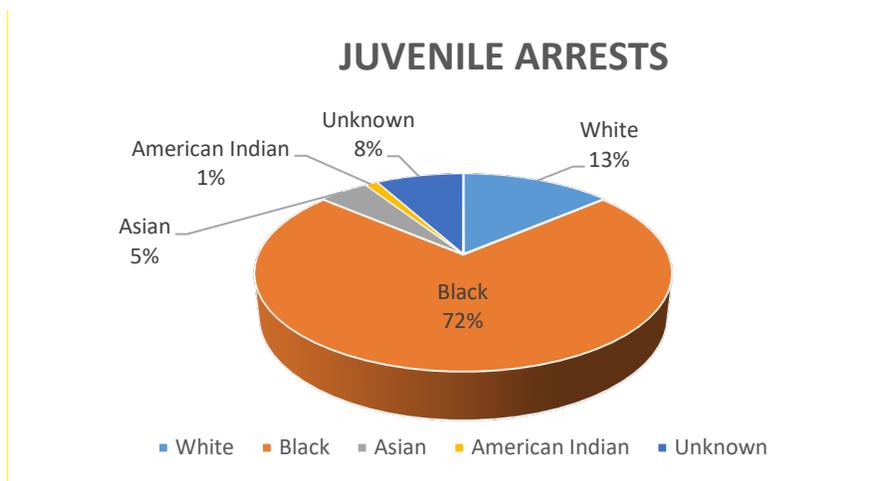


As you can see, the above chart does not show Hispanics. In the Maplewood Police Department's internal records system, Hispanics or Latinos are not identified as a race but as an ethnicity. This allows for a more inclusive process for more accurate categorization of people who have contact with law enforcement.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

Ethnicity	Total
Hispanic or Latino	108
Not Hispanic or Latino	834
Unknown	180

Ethnicity is not broken down into specific races throughout the report and data. Of the 1,122 arrests represented by the report, 108 people were classified or identified as Hispanic or Latino.

Juvenile arrests for 2024 were recorded at 87, representing a 28.5% decrease from 2023. Juvenile arrests included warrant arrests.



Discretionary versus Non-discretionary

The City of Maplewood has implemented a systematic approach to categorize enforcement activities, mainly focusing on arrests. This analysis includes all arrests for misdemeanors, gross misdemeanors, and felonies. As part of this process, a police supervisor reviews the circumstances surrounding each arrest to classify the enforcement activity as either discretionary or non-discretionary.

Non-discretionary enforcement actions are those where officers are obligated to act due to specific criteria. These include cases where a victim desires to pursue charges, situations mandated by policy or statute, or incidents involving a court order or warrant. Such actions are considered necessary and leave little room for officer discretion. Conversely, discretionary enforcement actions involve situations initiated by officers where the aforementioned requirements are not met. These actions typically reflect the officer's judgment in addressing the circumstances at hand.

In addition to arrests, the City has delineated a comprehensive list of traffic offenses that are not included in arrest (booking) data. These offenses encompass a wide range of infractions, such as misdemeanor insurance violations, careless driving, federal commercial vehicle rule violations, and a variety of driver's license-related infractions (e.g., no license in possession, expired registration, or failure to update an address). Other examples include violations related to parking, equipment, and traffic safety, such as loud exhaust, window tint, improper passing, speeding, and stop sign or stoplight violations.

While these traffic offenses are excluded from arrest data, they are fully accounted for in traffic stop data. This distinction ensures a more accurate representation of enforcement activity, allowing the City to maintain transparency and effectively monitor the balance between officer-initiated and required actions.

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

Non-discretionary:

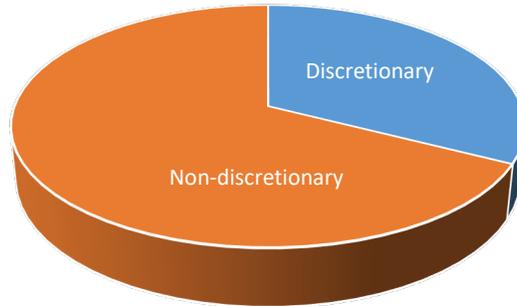
- Hit-and-run crash enforcement
- DWI arrest – secondary to a crash or a suspicious incident report (not including traffic complaints)
- Assaults
- Homicide
- Domestic violence
- Interfering with an emergency call
- Terroristic Threats
- Order for protection violations
- Driving after cancellation-inimical to public safety – secondary to a crash
- Alcohol and Tobacco Compliance Checks
- 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
- Fraud/Forgery/Counterfeit bills
- Harassment/Stalking
- Prescription Fraud
- Predatory offender violations
- Crimes on school grounds where the school is requesting enforcement action
- Auto theft
- Mistreatment/Torture of Animals
- Weapon offenses
- Warrant arrests
- 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
- Riot
- Underage consumption of alcohol
- DWI, traffic
- Driving after cancellation-inimical to public safety – officer initiated
- All officer-initiated traffic and code violations
- Trespassing – officer initiated

The total number of custodial arrests was 1,122. Non-discretionary arrests continue to be the predominant cause for arrest. Of the 1,122 total arrests, 880 were non-discretionary.

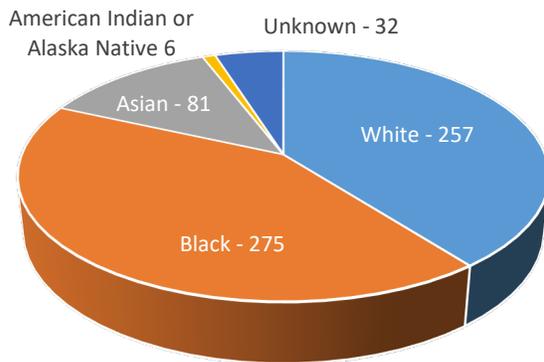
Total Arrest



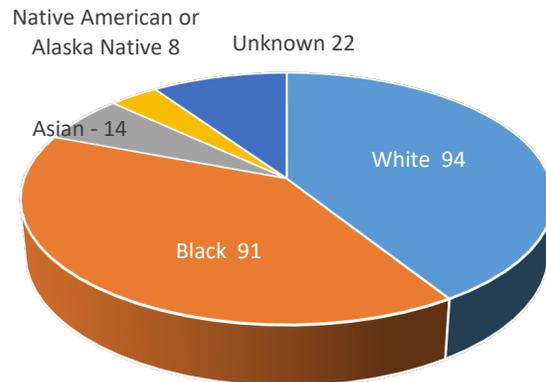
Non-discretionary Arrests

Males accounted for the majority of non-discretionary arrests, totaling 651. Below is a racial breakdown of non-discretionary arrests by gender. The data also indicates that most individuals arrested under non-discretionary circumstances were not residents of Maplewood, with 638 out of 880 arrestees residing outside the city.

Male Non-discretionary Arrests



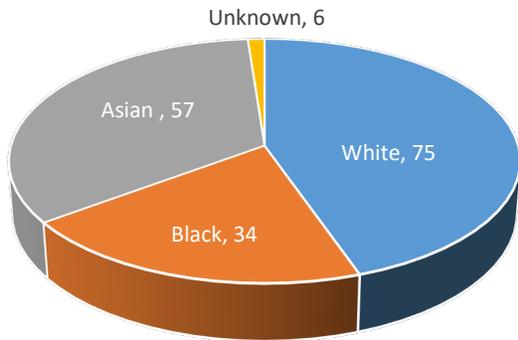
Female Non-discretionary Arrests



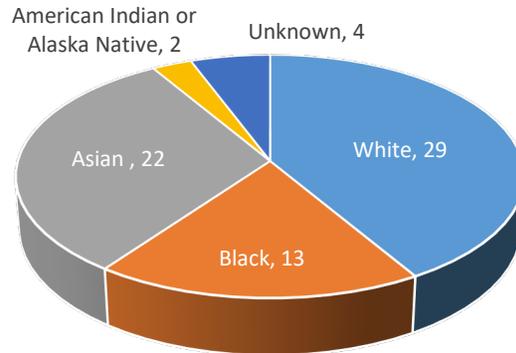
Discretionary Arrests

Males accounted for the majority of discretionary arrests, totaling 172. Similar to non-discretionary arrests, most individuals taken into custody did not reside in Maplewood. Of the 242 non-discretionary arrests, 202 involved individuals who lived outside the city. Below is a racial breakdown of discretionary arrests by gender. The majority of these arrests were related to drunk driving offenses.

Male Discretionary Arrests



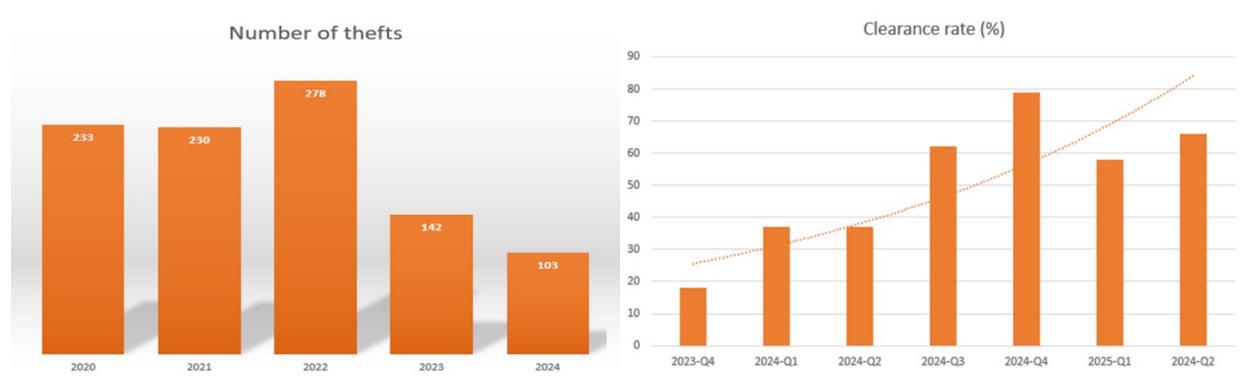
Female Discretionary Arrests



Traffic Stops

Traffic enforcement remains a critical component of community safety. According to the Minnesota Office of Traffic Safety's preliminary 2024 report, 469 individuals lost their lives in 385 crashes on Minnesota roadways. In Maplewood, officers responded to 1,023 crashes throughout the year. Of these, 134 involved injuries, while property damage crashes were the most prevalent, totaling 638 incidents. Property damage hit-and-run crashes were the second most common, with 218 reported cases. Additionally, among the 134 injury-related crashes, 10 were classified as hit-and-runs.

The Maplewood Police Department's partnership with the Minnesota Commerce Department, which funds two full-time auto theft detectives, has significantly enhanced the investigation and resolution of auto theft-related crimes. These detectives handle auto thefts, stolen vehicle recoveries, trailer thefts, and thefts from vehicles. Their efforts have led to a 47% reduction in auto thefts since 2022 and have notably improved case clearance rates. While the national average clearance rate for auto theft cases was 8.2% in 2023, Maplewood achieved a 67% clearance rate in 2024, demonstrating the effectiveness of this initiative. The graphs below provide further insight into auto theft cases by year and clearance rates by fiscal quarter, reflecting the impact of adding a second auto theft detective in the first quarter of 2024.



In 2020 and 2021, many law enforcement agencies revised their pursuit policies to minimize the risk of pursuit-related tragedies involving innocent motorists. Like other agencies, the Maplewood Police Department restricted vehicle pursuits to suspects wanted for violent crimes. As a result, Maplewood officers no longer pursue stolen vehicles or other non-violent offenders. Additionally, officers are prohibited from assisting other agencies in pursuits that do not meet this strict standard, including deploying pursuit-ending measures such as stop sticks. This metro-wide policy shift, combined with an increase in emboldened criminal behavior, initially led to a significant rise in the number of individuals fleeing from police in motor vehicles.

In 2024, Maplewood officers engaged in four vehicle pursuits, while 28 vehicles fled without officers initiating a pursuit. In comparison, 2023 saw three vehicle pursuits, with 36 vehicles fleeing without pursuit. This represents a notable decrease from 2022, when 55 vehicles fled from officers.

To improve data collection and transparency, Maplewood officers continued logging specific traffic stop details in the computer-aided dispatch (CAD) system in 2024. This level of data collection is not required for other types of citizen contacts. The information recorded for each stop includes the perceived

gender (male or female) and race of the driver, the primary reason for the stop, whether the driver or vehicle was searched, and how the call was cleared. Unlike the City of Maplewood's official records, CAD data categorizes Hispanic/Latino as a separate race rather than as an ethnicity. Officers can select from six race categories: White, Black, Latino, Asian, Native American, or Other.

To enhance roadway safety, Maplewood officers are encouraged to conduct public safety-related traffic stops, focusing on conduct that poses a danger to other motorists. In 2024, officers conducted a total of 4,411 traffic stops. Of these, data regarding gender, race, and the reason for the stop was missing in only ten cases. Moving violations accounted for 95% of all stops, while vehicle or equipment violations comprised 5%, and the remaining 3% were related to investigative stops or responses to 911 calls.

Officers are required to document the primary reason for each traffic stop, even when multiple violations are observed. For example, if an officer identifies a vehicle speeding with illegal window tint, runs the license plate, and discovers the registered owner has an active warrant, the officer has three legal justifications for initiating the stop. In such cases, the primary reason recorded would depend on the nature of the violations. If the warrant is for a violent felony, that would likely be the primary reason. However, if the warrant is for a minor offense, such as fishing without a license, and the vehicle was traveling 40 miles per hour over the speed limit, speed would be recorded as the primary reason. This distinction is important, as many initial observations involve moving or equipment violations, even if the ultimate reason for enforcement action differs.

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

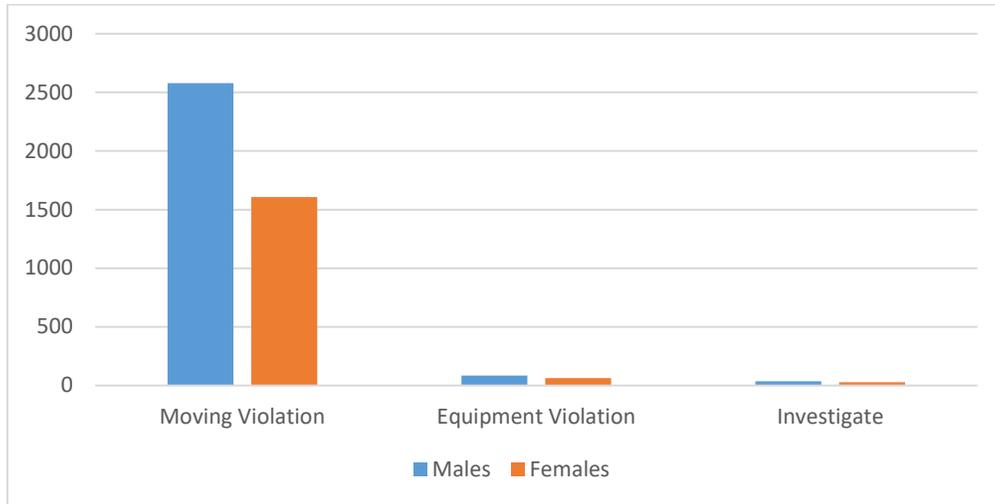
The Maplewood Police Department utilizes four primary clearing codes after conducting a traffic stop: citation issued, warning issued, report, and advising the driver. For the purpose of this analysis, warnings and advising have been grouped together, as officers often use them interchangeably.

In 2024, the department conducted 4,411 traffic stops, according to data from the computer-aided dispatch system. This represents a 52% increase in traffic stops compared to the previous year. In 2023, traffic stops had already risen by 59% compared to 2022. Additionally, in 2024, officers conducted more than four times as many traffic stops as in 2021, when enforcement levels were lower due to the pandemic.



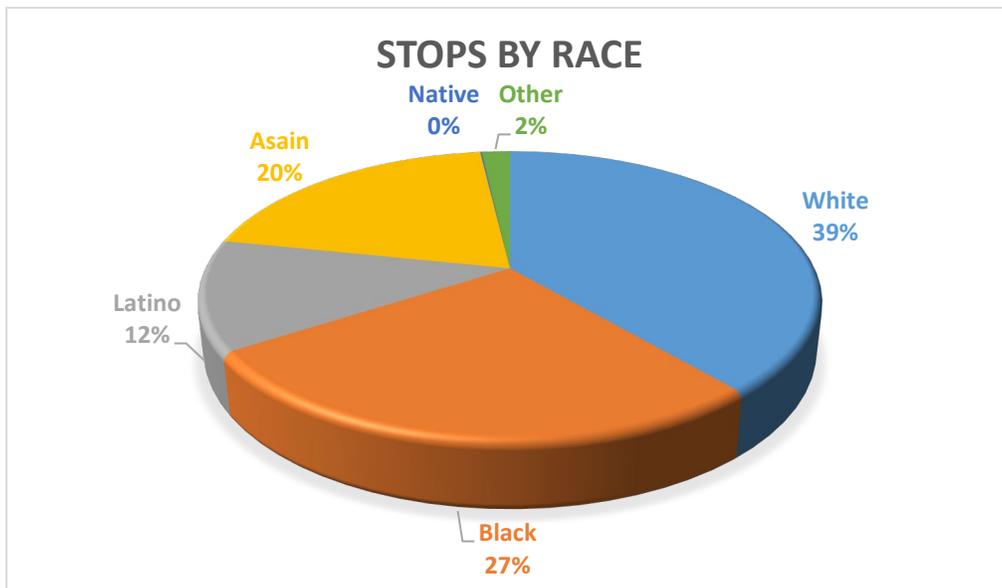
Traffic Stops by Gender

In 2024, a total of 2,698 males and 1,700 females were stopped, with three individuals classified as unknown gender. This data indicates that men continue to be stopped at a significantly higher rate overall. When examining the reasons for these stops, men were stopped for moving violations 2,578 times, compared to 1,607 stops for women. Similarly, men were stopped for vehicle violations 85 times, while women were stopped 64 times. For investigative purposes, men were stopped 35 times, whereas women were stopped 27 times. This breakdown highlights the distribution of stops based on gender and the primary reasons for enforcement actions.



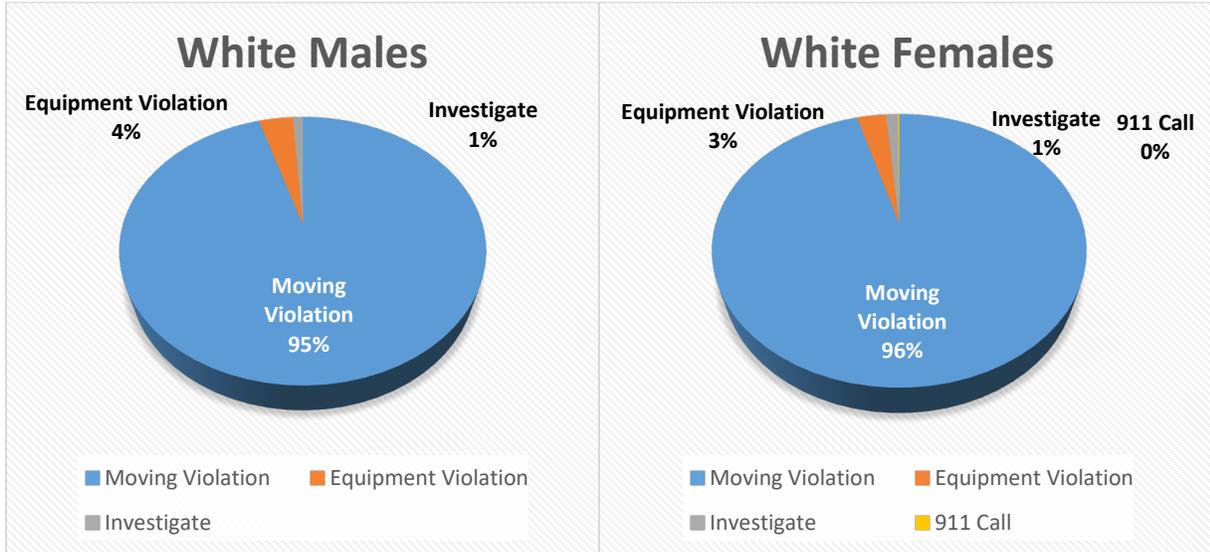
Traffic Stops by Race

In 2024, White individuals accounted for the highest number of traffic stops, totaling 1,705. Black individuals were the second most frequently stopped group, with 1,193 stops. Asian individuals were stopped 875, followed by Latino individuals with 456 stops. Additionally, individuals classified as "Other" were stopped 78 times, while Native American/Alaskan Native individuals were stopped four times.

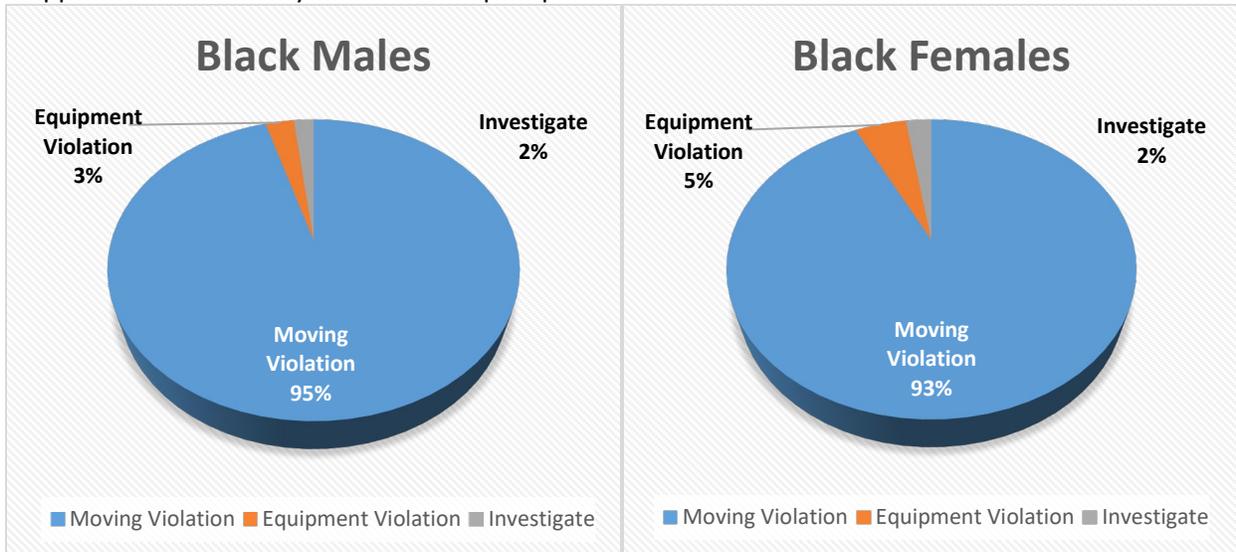


Race and Gender and Reason for Stop

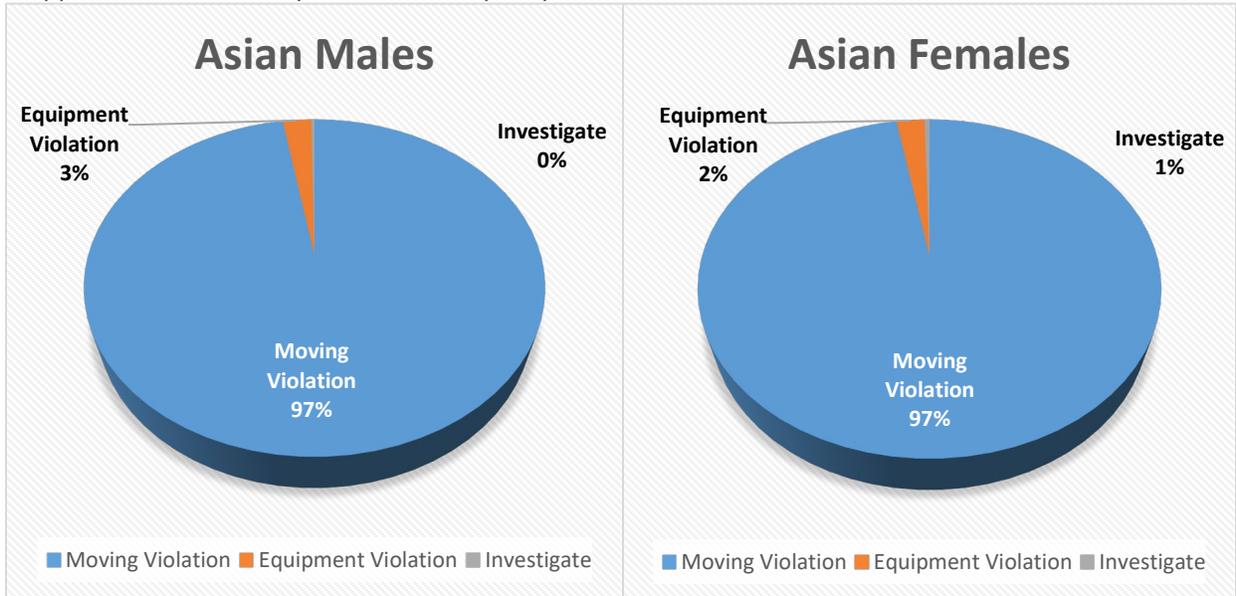
In 2024, Maplewood officers conducted 1,705 traffic stops involving White individuals. The breakdown by gender and reason for the stop is as follows: a total of 973 White males, 729 White females, and three individuals of unknown gender were stopped. A detailed analysis of these stops is provided below.



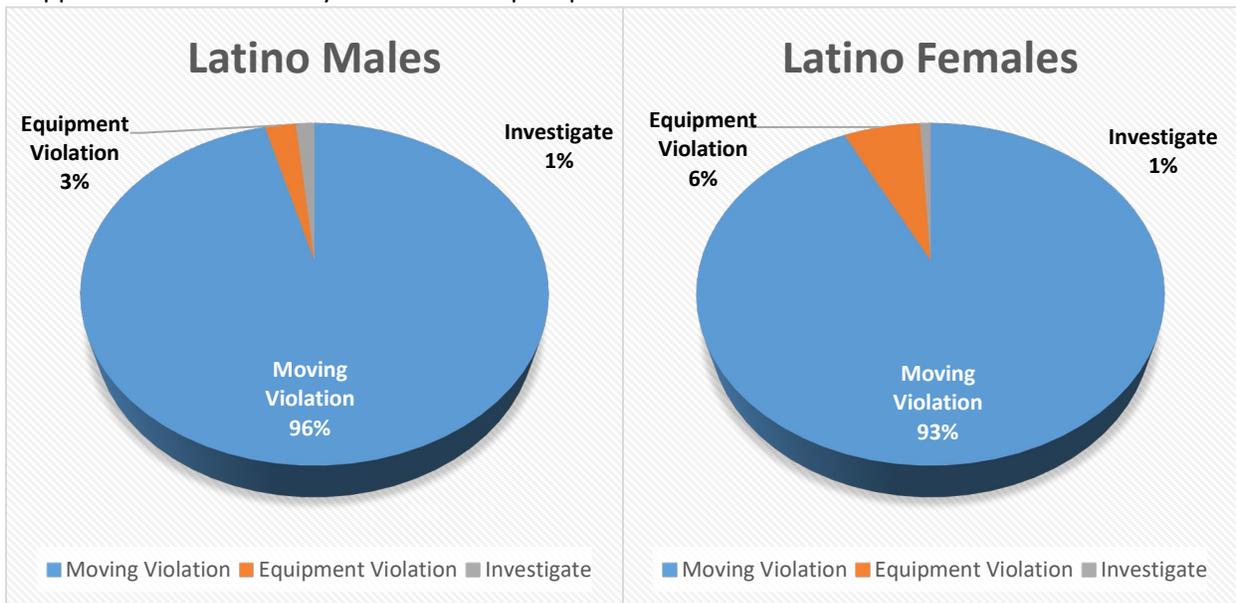
In 2024, Maplewood officers conducted 1,193 traffic stops involving Black individuals. The breakdown by gender and reason for the stop is as follows: a total of 742 Black males and 451 Black females were stopped. A detailed analysis of these stops is provided below.



In 2024, Maplewood officers conducted 875 traffic stops involving Asian individuals. The breakdown by gender and reason for the stop is as follows: a total of 537 Asian males and 338 Asian females were stopped. A detailed analysis of these stops is provided below.



In 2024, Maplewood officers conducted 546 traffic stops involving Latino individuals. The breakdown by gender and reason for the stop is as follows: a total of 386 Latino males and 160 Latino females were stopped. The detailed analysis of these stops is provided below.



When examining data for individuals classified as "Other" and Native American/Alaskan Native, the sample size is too small to draw statistically significant conclusions. However, as illustrated in the nine charts above, traffic stops are conducted based on consistent factors regardless of race or gender. This indicates that the Maplewood Police Department applies traffic enforcement impartially, ensuring that enforcement decisions are based on observed actions rather than demographic characteristics.

Conclusion

The vast majority of arrests made by Maplewood Police Department officers are non-discretionary. Furthermore, as most individuals taken into custody are not residents of Maplewood, comparing arrest demographics to the city's population would not provide an accurate assessment.

The Maplewood Police Department remains committed to using minimal force when necessary and ensuring accountability among its officers. Additionally, traffic stop data indicates that officers conduct stops based on consistent factors, regardless of race.

For any further questions regarding the information presented in this report, please contact the Maplewood Police Department through our official social media channels or website. We hope this report provides a clearer understanding of the situations officers encounter and the actions they take in service to the community.