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Minnesota Board of Peace Officer Standards and Training

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<https://mn.gov/post/>

AT A GLANCE

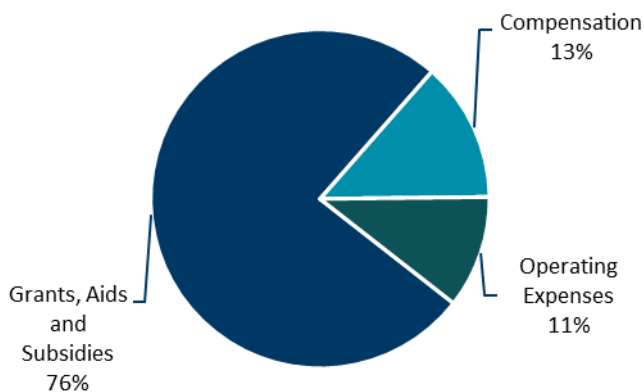
- License more than 10,000 peace officers and part-time peace officers
- Certify the Professional Peace Officer Education programs at 30 colleges and universities
- Review and approve over 3,000 courses annually for the Peace Officer Standards and Training (POST) Board’s continuing education credit including all mandated peace officer training areas
- Conduct law enforcement agency compliance reviews
- Process complaints of peace officer misconduct
- The POST Board serves more than 400 law enforcement agencies, 30 colleges and universities, legislators and Governor’s office, local elected officials, other state agencies, as well as special interest groups, individual citizens and the media

PURPOSE

The mission of the Minnesota Board of Peace Officer Standards and Training (POST Board) is to advance the professionalism of Minnesota’s peace officers by adopting and regulating education, selection, licensing and training standards. Established in 1978 by M.S. 626.84 (<https://www.revisor.mn.gov/statutes/cite/626.84>), the purpose of the POST Board is to regulate and enhance the profession of law enforcement throughout the state of Minnesota.

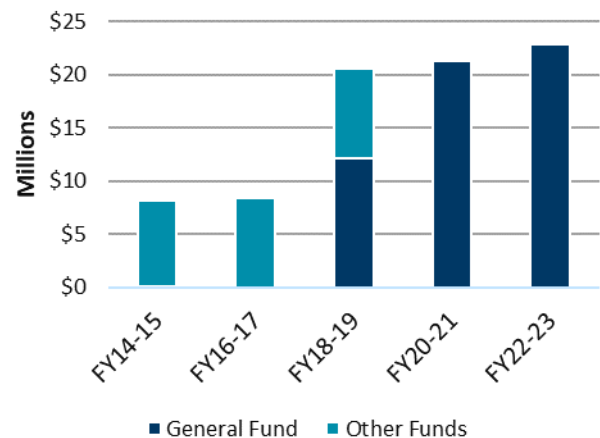
BUDGET

**Spending by Category
FY 2023 Actual**



Source: Budget Planning & Analysis System (BPAS)

Historical Spending



Source: Consolidated Fund Statement

The POST Board is funded through the general fund. The POST Board has 18 full-time employees.

The POST Board’s budget for fiscal year (FY) 2024-25 from the general fund is \$25,580,000, and is allocated as follows:

- Training reimbursements to local governments: \$17,898,000
- General operating costs:..... \$7,682,000

STRATEGIES

The POST Board's mission is implemented through the following functions:

Education

- Establish and maintain pre-service education learning objectives
- Review and approve or deny all continuing education courses with emphasis on statutorily mandated topic areas
- Manage a training reimbursement fund for law enforcement agencies

Licensing and Compliance

- Administer license exams (peace officer, interstate reciprocity and military reciprocity)
- License peace officers
- Renew and restore peace officer licenses
- Ensure compliance with standards of conduct
- Ensure compliance with in-service continuing education requirements
- Conduct annual on-site compliance reviews of the state's 405 law enforcement agencies every two to three years
- Process allegations of misconduct against peace officers
- Collect allegations of misconduct from law enforcement agencies in real time and promulgate reports per Minn. Stat. 626.8457 (<https://www.revisor.mn.gov/statutes/cite/626.8457>)

Efficiency

- Administer online examination process and administer current computer system enhancements to data collection, processing and data storage
- Manage the in-house e-licensing system
- Manage the in-house continuing education tracking system for licensees
- Perform other duties and services as mandated by the legislature

RESULTS

While Board and staff members are comfortable and experienced in their role as the state's regulatory agency for law enforcement, POST also serves a parallel role as a resource to law enforcement officers, chiefs, sheriffs, and state agency directors.

Measure name	Measure type	Measure data source	Historical trend	Most recent data
Peace officer licenses awarded by fiscal year	Quantity	Statistical reports are run in POST Board's Salesforce E-licensing system.	This changes somewhat based upon demographics and government budgets. 10-year average is 620.	FY23 – 670 FY24 – 623
Licensing exams administered by fiscal year	Quantity	Statistical reports are run in POST Board's Salesforce E-licensing system.	This changes somewhat based upon demographics. 10-year average is 930.	FY23 – 709 FY24 - 720

Measure name	Measure type	Measure data source	Historical trend	Most recent data
On-site law enforcement agency compliance reviews	Quantity	Counts are tracked by staff and statistical reports are run in POST Board's Salesforce E-licensing system.	10-year average is about 80-90 reviews. New staffing and additional standards will see an annual increase over the next biennium.	FY23 – 104 FY24 - 116

POST's legal authority is codified under M.S. 626.84 (<https://www.revisor.mn.gov/statutes/cite/626.84>).

Peace Officer Standards and Training Board

Agency Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base FY26 FY27		Governor's Recommendation FY26 FY27	
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Expenditures by Fund

1000 - General	11,093	11,791	12,047	13,533	6,703	6,703	8,749	6,797
Total	11,093	11,791	12,047	13,533	6,703	6,703	8,749	6,797
Biennial Change				2,696		(12,174)		(10,034)
Biennial % Change				12		(48)		(39)
Governor's Change from Base								2,140
Governor's % Change from Base								16

Expenditures by Program

Peace Officers Standards & Training	11,093	11,791	12,047	13,533	6,703	6,703	8,749	6,797
Total	11,093	11,791	12,047	13,533	6,703	6,703	8,749	6,797

Expenditures by Category

Compensation	1,203	1,573	1,727	2,052	2,067	2,112	2,113	2,206
Operating Expenses	932	1,266	1,242	2,503	1,658	1,613	1,658	1,613
Grants, Aids and Subsidies	8,949	8,949	8,949	8,949	2,949	2,949	4,949	2,949
Capital Outlay-Real Property				25	25	25	25	25
Other Financial Transaction	9	3	128	4	4	4	4	4
Total	11,093	11,791	12,047	13,533	6,703	6,703	8,749	6,797

Full-Time Equivalents

11.61	14.40	14.72	16.00	16.00	16.00	16.00	16.00
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(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base		Governor's Recommendation	
	FY22	FY23	FY24	FY25	FY26	FY27	FY26	FY27
1000 - General								
Balance Forward In		529		816				
Direct Appropriation	11,563	11,554	12,863	12,717	6,703	6,703	8,749	6,797
Transfers Out		200						
Cancellations		93						
Balance Forward Out	470		816					
Expenditures	11,093	11,791	12,047	13,533	6,703	6,703	8,749	6,797
Biennial Change in Expenditures				2,696		(12,174)		(10,034)
Biennial % Change in Expenditures				12		(48)		(39)
Governor's Change from Base								2,140
Governor's % Change from Base								16
Full-Time Equivalents	11.61	14.40	14.72	16.00	16.00	16.00	16.00	16.00

(Dollars in Thousands)

	FY25	FY26	FY27	Biennium 2026-27
Direct				
Fund: 1000 - General				
FY2025 Appropriations	12,717	12,717	12,717	25,434
Base Adjustments				
All Other One-Time Appropriations		(6,000)	(6,000)	(12,000)
Current Law Base Change		(17)	(17)	(34)
Minnesota Paid Leave Allocation		3	3	6
Forecast Base	12,717	6,703	6,703	13,406
Change Items				
Operating Adjustment		46	94	140
Philando Castile Memorial Training Fund		2,000		2,000
Total Governor's Recommendations	12,717	8,749	6,797	15,546
Revenue Change Summary				
Non-Dedicated				
Fund: 1000 - General				
Forecast Revenues	475	475	475	950
Total Governor's Recommendations	475	475	475	950

Board of Peace Officers Standards and Trainings

FY 2026-27 Biennial Budget Change Item

Change Item Title: Operating Adjustment

Fiscal Impact (\$000s)	FY 2026	FY 2027	FY 2028	FY 2029
General Fund				
Expenditures	46	94	94	94
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	46	94	94	94
FTEs	0	0	0	0

Recommendation:

The Governor recommends additional funding of \$46 thousand in FY 2026 and \$94 thousand in each subsequent year from the general fund to help address operating cost increases at the Board of Peace Officers Standards and Trainings.

Rationale/Background:

The cost of operations rises each year due to increases in employer-paid health care contributions, FICA and Medicare, along with other salary and compensation-related costs. Other operating costs, like rent and lease, fuel and utilities, and IT and legal services also grow. This cost growth puts pressure on agency operating budgets that remain flat year to year. This recommendation provides additional resources to help address these cost pressures and pay for agency operations.

Agencies face challenging decisions to manage these rising costs within existing budgets, while maintaining the services Minnesotans expect. From year to year, agencies find ways to become more efficient with existing resources. For FY 2026-27, agencies will need to continue to find additional efficiencies and leverage management tools to help address budget pressures. Holding open vacancies in certain programs or delaying hiring in other programs are examples of ways agencies manage through constrained operating budgets. Such decisions are difficult and must be weighed against a program's ability to conduct business with less staffing and its impact to service delivery.

Proposal:

The Governor recommends increasing agency operating budgets to support current services. the Board of Peace Officers Standards and Trainings, this funding will help cover expected growth in employee compensation and insurance, and other operating costs.

Dollars in Thousands

Net Impact by Fund	FY 26	FY 27	FY 26-27	FY 28	FY 29	FY 28-29
General Fund	46	94	140	94	94	188

Results:

This recommendation is intended to help the Board of Peace Officers Standards and Trainings address rising cost pressures and mitigate impacts to current levels of service and information to the public.

Minnesota Board of Peace Officer Standards and Training (POST)

FY 2026-27 Biennial Budget Change Item

Change Item Title: Philando Castile Memorial Training Fund

Fiscal Impact (\$000s)	FY 2026	FY 2027	FY 2028	FY 2029
General Fund				
Expenditures	2,000	0	0	0
Revenues	0	0	0	0
Other Funds				
Expenditures	0	0	0	0
Revenues	0	0	0	0
Net Fiscal Impact = (Expenditures – Revenues)	2,000	0	0	0
FTEs	0	0	0	0

Recommendation:

The Governor recommends additional funds for the Philando Castile Memorial Training Fund in FY 2026. The basis for this request is to provide county and municipal entities with training reimbursement funds for peace officer training that is mandated by the state.

Rationale/Background:

This training fund was established in 2018 to reimburse local entities, specifically police and sheriff departments, for additional training mandates that were passed by the legislature. This is training that all peace officers must have in their three-year licensing cycle in order for them to maintain their license. Agencies and Chief Law Enforcement Officers (CLEOs) have the responsibility of providing that training and bear the associated costs. The training required due to changes in Minn. Stat. 626.8469 encompasses the following areas: crisis intervention and mental illness crises; conflict management and mediation; and recognizing and valuing community diversity and cultural differences, to include implicit bias. In addition, in January of 2021 the legislature passed Minn. Stat. 626.8474 which imposed an additional requirement for training regarding peace officer interactions with persons with autism. Crimes motivated by bias was added for FY 2024.

Proposal:

The proposal would re-authorize the training fund and appropriate funds to help agencies cover some of the cost associated with the addition of training mandates in legislation.

The cost of the proposal is \$2,000,000 in fiscal year 2026. The training fund is currently set to sunset in fiscal year 2026.

Dollars in Thousands

Net Impact by Fund	FY 25	FY 26	FY 27	FY 25-27	FY 28	FY 29	FY 28-29
General Fund		2,000		2,000			
Total All Funds		2,000		2,000			

Equity and Inclusion:

- This funding advances equity and inclusion in public safety by supporting training that includes interactions with people with autism, implicit bias, crisis intervention, recognizing cultural differences, and mental illness. This training helps ensure that law enforcement officers are equipped to address a

spectrum of issues that range from disability to cultural understanding within Minnesota's varied communities statewide.

IT Costs

No project specific IT costs are anticipated or included in this funding request.

Results:

Appropriation of these funds would allow law enforcement agencies to be partially reimbursed for the additional training costs to meet the training mandates made effective since 2018, as recognized by the legislature and as was intended in the original appropriation.

Statutory Change(s):

None required.