



Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200, Saint Paul, MN 55104
Main: (651) 643-3060 | www.post.state.mn.us

To: Interested Legislators
From: Executive Director Erik Misselt
Date: March 21, 2023
Re: HF181 – Crimes motivated by bias – training required

I am providing this letter to interested legislators reference HF181, Section 9, as an informational item to consider as work continues on this bill. POST has not taken a position regarding this bill and will carry out any mandates relevant to POST should the bill become law.

Modifying Minn. Stat. 626.8469, as the bill is currently written, does the following:

- Adds another mandated training area to the 16 hours of required training as mandated by 2018 legislation. Mandatory training would now be broken down as follows:
 - 6 hours of crisis intervention and mental crisis intervention training (statutorily required hours)
 - 4 hours of autism training (statutorily required hours)
- The remaining 6 hours must contain
 - Conflict management and mediation
 - Recognizing and valuing community diversity and cultural differences to include implicit bias training
 - Responding to bias crimes (new)
 - *Evenly divided, two hours each
- Due to the fact that the original mandates were written in 2018 and the due dates for mandatory training are not modified in this bill, all officers that renew their licenses (approximately 3,500-4,000 each licensing cycle) by July 1, 2024 will have one year to have this additional training completed in order to be in compliance.
 - With an effective date of July 1, 2023, agencies will have one year to find the training and enroll relevant officers in the training or those licenses will not be renewed.
 - Additionally, within that same year, POST “...must consult and collaborate with...”* to develop the learning objectives and get them to training providers whom will then have to develop and schedule courses.
 - *It is not clear who (lines 9.16 to 9.19) refers to, e.g. “...communities most targeted by hate crimes because of their characteristics as described above, organizations with expertise in providing training on hate crimes, and the statewide coalition of organizations representing communities impacted by hate crimes...”. POST will need to identify, engage and schedule work time with these groups which will lengthen learning objective development time.