

Cloquet City Council Work Session

Tuesday, February 21, 2017

Present: A. Bailey, D. Bjerkness, K. Kolodge, S. Langley, R. Maki, J. Rock, Mayor Hallback

Absent: None

Staff: J. Barclay, N. Klassen, C. Peterson

Other: J. Lund, Pine Journal

Law Enforcement Study

Chief Stracek was present to clarify items in the study that was done in January 2014.

- Development of commander positions was one of the key focus areas.
- Provided job descriptions for Commanders and Sgts.
- Commanders promoted were not replaced, but absorbed into current role. Didn't make much of a difference with salaries.
- Canine transferred to patrol position, serving a dual role.
- Large part of study was related to crime analysis and evidence management, now handled by Nicole Eckenberg.
- More responsibilities to patrol officers.
- DH questioned not promoting into investigations due to the amount of drug crime. Ss – answered there are capable officers and canine officer, former detective officers, are very capable of handling this. We have the staff and skill set currently. We have ways of handling drug work. Challenge of staffing with the minimal numbers on staff. At this point, the best route is to use the officers we have and rotate through that position.
- The time the study was completed, there were aspects that didn't match the Cloquet PD. BF – use as a guide for how to best implemented to our organization.
- Currently restricting time off to maintain staff.
- Budget has increased due to technology and staffing. LGA loss created a big hit.
- General summary/sick leave use for 2016 and how it effects staffing handout. BF – going back to when previous chief was here, always requested overtime, this is a historic issue.
- If maintaining staffing, it will work. To address concerns of DH, will have to add bodies. SS feels it can be done as currently staffed (6:14). DH feels detective position is lacking. SS – needs current staff to fill holes, to show up, responsible sick leave, needs to handle overtime. JR – what's the plan to control the overtime? SS – Address /control when they see it happen, takes time for change, strategies in place.
- DB – is it worth more money to change the culture? Add more people? SS – current staff has been trained for intervention/enforcement. Need to address the conduct and performance accountability on results on training.
- KK – any analysis of sick time usage? 48 out of 73 sick leave events were at the beginning/end of a rotation. If it's a legitimate pattern that is identified. SS – issues related to work related stress, etc., leads to those covering the holes to burnout.
- KK – LS violent and drug task force – assign a full time officer to that unit? SS – a requirement is to have that person in Duluth. Would support if there was an opportunity for a satellite office. Grant funding isn't an option. AB – support if funds were made available to hire for drug?
- BF – every job description of the officers contains detective and is expected.
- SRO putting in place programs – education – patrol the school areas – investigation work involving juveniles, etc. Work cooperatively with the school to schedule the officer to special events.
- Accountability for patrol and directing resources to problem areas.
- Public accountability – changed from enforcing law, to dealing with people that need resources and help, in addition to policing. Try to adapt to the expectations.
- Obligations to follow regarding the complaint process.
- Have SS come back to finish going through the report. Call Steve if you have any questions/comments.

There being no further business, the meeting adjourned at 6:55 p.m.

Respectfully Submitted,

Brian Fritsinger
City Administrator