



Ramsey County Sheriff's Office

Matt Bostrom, Sheriff

Press Release

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Ramsey County Sheriff Matt Bostrom Announces Retirement

Retirement plans include advancing community trust and legitimacy through advanced research of hiring and training practices of law enforcement

Saint Paul, Minnesota: On Tuesday, December 6, 2016, Ramsey County Sheriff Matt Bostrom announced his retirement, effective January 3, 2017, following 34 years in law enforcement and public service. Sheriff Bostrom was joined at a news conference by Ramsey County Board Chair Victoria Reinhardt, and members of the Sheriff's Office.

Bostrom issued the following statement:

Six years ago the voters of Ramsey County placed their trust in me when I was elected sheriff. We then began a journey to transform the Sheriff's Office into a leader in public safety guided by our six core values. Throughout the journey we met statutory mandates, overcame challenges, and accomplished several milestones. Today, through this dedication, I am confident you see an Office focused on mission, guided by values, and comprised of people who share a vision for delivering the best in professional public safety services.

The most important part of our mission is community trust, built through relationships with people we serve and work with. In Ramsey County, the Sheriff's Office has identified four beliefs that provide the foundation for community trust: Honor, Truth, Responsibility, and Respect. We have found success when we live those character traits. This work has been noticed by other agencies in the United States and other countries. I am proud of what we have accomplished and want to further advance community trust and legitimacy.

Although I am retiring, the leadership team I appointed to work with me these past six years will remain unchanged. Over the next two years our commitment to deliver excellent service as a leader in public safety, focused on mission and guided by values will remain unwavering. I am leaving the Sheriff's Office in the hands of people committed to character and public service.

In retirement, Bostrom will move to London, England to lead a project at the University of Oxford on increasing police trust and legitimacy through character-based hiring. In 2011, the Sheriff's Office implemented a comprehensive character-based selection, training, and promotion initiative. Under this model, individuals are hired for character traits determined by the community and then trained to the highest level. Character is reinforced throughout an employee's career.

The early analysis of these efforts are promising and Ramsey County has been noticed. Bostrom, and his chief deputy, Jack Serier, have presented findings at several national conferences. There is

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agreement among law enforcement leaders on the concept of hiring for character and training for competence. Leaders have requested an implementation manual for character-based police officer recruitment, selection, and reinforcement through organizational development. Such a manual would assist with developing and implementing a similar model within other communities across the country.

The Ramsey County Board of Commissioners will be appointing an individual to fulfill the remainder of the term of Ramsey County Sheriff upon Bostrom's retirement. The current term expires on January 6, 2019.

About Ramsey County Sheriff Matt Bostrom

Bostrom was first elected sheriff in 2010 and ran unopposed for this second term in 2014. He took the oath of office as the 21st Sheriff of Ramsey County on January 4, 2011. Bostrom sought the Office of Sheriff based on a vision for law enforcement and public safety that encompasses six core values:

- Providing safety through community policing
- Preserving trust through fiscal responsibility
- Collaborating with public safety, community and justice partners
- Encouraging diversity to reflect the community
- Improving service through technology
- Connecting with youth to build for the future

Prior to being elected Sheriff, Bostrom was a member of the Saint Paul Police Department for nearly 29 years. During this time, he served as a police officer, sergeant, lieutenant, commander, senior commander, chief of staff, and assistant chief.

Bostrom completed his formal education at the University of Northwestern (Bachelor of Science), University of Saint Thomas (Master of Arts), and Hamline University (Doctorate in Public Administration). He is an FBI National Academy Graduate, and Certified State of Minnesota Emergency Manager. He published "The Influence of Education on Police Officer Work Habits" and co-authored the United States Department of Justice study "Character-Based Police Officer Selection."

A lifelong resident of Ramsey County, Bostrom grew up near Lake Phalen and graduated from Johnson High School. He lives in Saint Paul with his wife, Cheryl. They have been married since 1982 and have three adult children.

About the Centre for Criminology at the University of Oxford

The Centre for Criminology is a leading site of cutting-edge social enquiry and world-class graduate education in criminology and criminal justice, with staff and students committed to understanding and addressing contemporary public policy dilemmas.

The Centre pursues a research strategy aimed principally at fostering and developing clusters of research activity around six themes:

- Security, rights, and justice
- Penal culture, policy, and practice
- Politics, legitimacy, and crime control

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- Crime and the family
- Victims and victimization
- Criminal justice, citizenship, and migration

As a global leader in transformative criminal justice initiatives, the Centre is sponsoring the development of a model for character-based hiring that can be replicated. The objective is to transform the type of personnel who are recruited in the field of policing and reinforce excellent character within law enforcement agencies.

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