



Ramsey County Sheriff's Office

Jack Serier, Sheriff

Office of the Sheriff

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March 30, 2017

Ramsey County Citizens
Ramsey County Commissioners, Mayors, and City Councils Members
Public Safety and Community Partners

Dear Citizens, Commissioners, Mayors, Council Members, and Partners,

On January 3, 2017, Sheriff Matt Bostrom retired following a 34-year career in law enforcement and public service. Sheriff Bostrom, elected twice to the Office of the Sheriff, led the transformation of the Sheriff's Office into a trusted and professional leader in public safety and community partnerships. During his six years in office, he steered this office in pursuit of its mission and mandates, using our six core values and four beliefs of respect, responsibility, honor, and truth as a compass. I wish Sheriff Bostrom the best in his retirement.

When there is a vacancy in an elected county office, the County Board of Commissioners must appoint an individual to fulfill the remainder of the term. After an interview, the Ramsey County Board unanimously appointed me to serve as Ramsey County Sheriff until the next election. I am honored to fulfill this role and will continue to advance the shared vision of Sheriff Bostrom, our staff, and the community. This includes continuing to foster an agency of strong character and build bridges of trust with diverse communities.

The vision, mission, and values of the Sheriff's Office remain unchanged. Dedication to the community by the staff of this office remains unwavering. People are counting on us each and every day. We will continue to deliver excellent service by providing safety through community policing, preserving trust through fiscal responsibility, collaborating with partners, encouraging diversity to reflect the community, improving service through technology, and connecting with youth to build for the future.

In 2017, the Sheriff's Office will work on implementing the recommendations of a recently completed staffing and operational assessment. As such, we will be developing solutions for staffing in the Adult Detention Center while addressing other operational needs. Responding to the increased demand for mental health services in the criminal justice system will remain another priority. We will also continue improving service delivery through strategic investments in technology, including the replacement of the nearly 20-year-old jail management system. Additionally, a Community Circle for Race and Equity as an Employer of Choice group will bring community leaders from across the county together to help the Sheriff's Office connect pathways to employment for a new generation.

The attached *Year at a Glance* highlights many of our accomplishments during 2016.

Sincerely,

Jack Serier
Ramsey County Sheriff

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

2016 Year At a Glance

Ramsey County Sheriff's Office



★	★	★		★		Created the P.R.I.M.E. pod
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To encourage individuals in-custody to find ways to enhance their lives and reduce the likelihood of returning to jail, the Positive Responsible Inmates Managed Effectively (P.R.I.M.E.) pod was created. In order to be selected for the PRIME pods, inmates voluntarily agree to adhere to higher behavioral standards and to participate in personal growth and educational programming.

★	★	★	★	★		Developed formal leadership training for front-line supervisors
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Training ensures the best possible services are delivered and reinforces sound management principles. Acknowledging the important role front-line supervisors have within the Sheriff's Office, a three-part leadership class was developed. All supervisors participated in this training, which covered topics on budgeting, payroll, respectful workplace, labor relations, and professional standards. An emerging leaders course was also created for staff interested in becoming supervisors in the future.

★	★	★	★	★	★	Increased diversity within ranks
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During the year, diversity throughout the Sheriff's Office increased to better align with the community served. The 2016 deputy and correctional officer academy classes were composed of 50% diverse candidates. Of employees promoted in 2016, 75% were people of color. Efforts to recruit employees with character who reflect the community remains unwavering.

★	★	★		★		Completed replacement of records management system
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What began in 2014 as a project to replace a decades old records management system (RMS) expanded into a county-wide resource. The cities of Maplewood, Mounds View, and New Brighton partnered with the Sheriff's Office to utilize the same RMS. Last year marked the first full year of the replacement system's use. The use of the same system between agencies results in cost savings and operational efficiencies as well as improved community safety when information is needed to be shared.

★	★	★		★		Helped address mental health needs in the justice system
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Recognizing many individuals who have contact with the criminal justice system also have underlying mental health issues, the Sheriff's Office engaged in county-wide efforts and focused services within the detention center. Programming options for inmates were increased. To assist with intervention efforts, an additional psychologist was assigned to work with inmates. The process of coordinating care between mental health professionals, caseworkers, and correctional officers were improved.

★	★	★	★	★	★	Increased community engagement events
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The longstanding tradition of the Sheriff's Office engaging in community events continued. With the support of the Ramsey County Sheriff's Foundation, Hot Dog with a Deputy was introduced in 2016 so that citizens and Sheriff's staff could connect at local parks. Participation during Shop with a Cop, Night to Unite, and the Youth Bike Rodeo increased. A Citizen Academy provided an in-depth and behind the scenes look at the Sheriff's Office for community members. The Annual School Safety Patrol recognition event was also held.

★	★	★		★		Strengthened court security procedures
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At over 100,000 hearings in the county's five court locations, the Sheriff's Office provided security services for victims, jurors, defendants, attorneys, judges, and visitors. To strengthen security procedures, the Sheriff's Office collaborated with the District Court to refine security screening measures and modify building access points. Staff from District Court and Sheriff's Office also revised courtroom decorum rules and orders to maintain the integrity and safety of the juridical process.

	★	★		★		Transitioned civil process fees
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The Sheriff's Office is mandated to provide civil process services, such as serving legal papers, processing mortgage foreclosure sales, performing evictions, and assisting with civil judgment collection. In 2016, the County Board approved a flat fee for general service and evictions. This change resulted in greater efficiency by streamlining business processes, increasing transparency, and reducing ambiguity for citizens. Citizens with a financial hardship can still apply for an *in forma pauperis*, which waives civil process service fees.

★	★	★	★	★	★	Welcomed new volunteers to water patrol
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Over 20 new reserve deputies were recruited to join the Water Patrol Unit. Reserve deputies volunteer their time at community events and in pursuit of one of the many statutory duties the Sheriff's Office must perform: safeguarding the county's waterways. In 2016, reserve deputies volunteered over 9,500 hours, which is the equivalent to just over four employees.

This document briefly explains the major accomplishments of the Ramsey County Sheriff's Office during 2016. Each accomplishment reinforces the commitment to being a leader in public safety and community partnerships.

Providing safety through community policing	Preserving trust through fiscal responsibility	Collaborating with public safety partners	Encouraging diversity to reflect the community	Improving service through technology	Connecting with youth to build for the future
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2016 Year At a Glance

Ramsey County Sheriff's Office



★	★	★	★	★	Formed a mounted patrol unit
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Donations from local businesses and the Ramsey County Sheriff's Foundation made a Mounted Patrol Unit possible. Mounted Patrol is staffed with ten volunteers and their horses to support search and rescue operations, community events, and youth services. The unit was organized within the Water Patrol to require no additional staff and work alongside reserve deputies.

★	★	★	★	★	Awarded juvenile officer of the year
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Deputies specially trained as School Resource Officers (SRO) serve as a public safety resource for students, staff, administrators, and parents in ten schools across the county. The Minnesota Juvenile Officers Association named the deputy at REACH Academy as the 2016 Juvenile Officer of the Year. Over 13 years of service as an SRO was recognized.

★	★	★	★	Modernized inmate transport vehicles
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When a person is wanted in connection to a crime committed in Ramsey County and flees to another part of the state or country, the Sheriff's Office has a statutory obligation to transport that wanted fugitive back to Ramsey County. Thousands of inmates, prisoners, and individuals were safely transported to and from jail, prisons, court, and medical appointments. Fuel efficient minivans were integrated into the county's transportation fleet to improve safety and significantly reduce the carbon footprint.

★	★	★	★	Upgraded dive team equipment
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Meeting the statutory mandate to operate a dive team for underwater search and rescue efforts was enhanced thanks to the Ramsey County Sheriff's Office Foundation. A donation completed a five-year project to outfit the dive team with replacement equipment. Replacement facemasks, underwater flashlights, regulators, communication gear, and dry suits were all made available to divers. The replacement equipment complies with national standards.

★	★	★	★	★	Completed implicit bias and de-escalation training
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The first phase of office-wide implicit bias and de-escalation training was completed. The goal of this training is to ensure as communities change and become more diverse, staff are provided with tools to maintain successful encounters with citizens. Public Safety Services Division staff were the first to participate. This training also advances the county's racial equity work.

★	★	★	★	Made over 400 warrant arrests
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Deputies assigned to special investigations and apprehension are tasked with working with the U.S. Marshals Service and the Minnesota Department of Corrections to track down and arrest individuals with active warrants. In 2016, 428 fugitives were apprehended. Arresting individuals with active warrants keeps the community more safe and brings closure to crime victims.

★	★	★	★	Safely and properly disposed of over 8,000 pounds of pharmaceuticals
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In 2011, Public Health started the medicine collection program and asked the Sheriff's Office to provide two locations for dropping off unwanted, expired, and unused medicines at no cost. There are now five drop off locations – Arden Hills, Maplewood, North Saint Paul, Saint Paul, and White Bear Lake – to safely dispose of medicines. Proper disposal prevents drug abuse and accidental poisoning as well as protects the environment. In 2016, 8,840 pounds of medicines were safely disposed.

★	★	★	★	Improved safety at the county's parks
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Ramsey County is home to six regional parks and nine county parks. To maintain safety for park visitors, the Sheriff's Office and Parks & Recreation invested in mobile security cameras. Cameras are used to prevent crimes and deter would-be criminals. Also, should a problem arise, such as thefts from vehicles, video evidence can help support the prosecution of suspects.

★	★	★	★	★	Participated in community conversations
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With a national, state, and local focus on the delivery of police services, Sheriff's staff participated in several community panel discussions with community members. Having these sometime tough discussions with neighbors ensure the services delivered by local law enforcement align with community values and expectations. As always, the Sheriff's Office remains committed to adhering to the highest professional, legal, and ethical standards.

★	★	★	★	★	Celebrated 20 years of 'Fright Farm'
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Since 1996, Fright Farm has provided frightening scenes in a blend of horror, local legend, and folklore for tens of thousands of audience members. This volunteer driven Halloween tradition continues to build community bonds. Fright Farm is the primary fundraiser for the Ramsey County Sheriff's Foundation and celebrated its 20th birthday in 2016.

This document briefly explains the major accomplishments of the Ramsey County Sheriff's Office during 2016. Each accomplishment reinforces the commitment to being a leader in public safety and community partnerships.



Ramsey County Sheriff's Office

Jack Serier, Sheriff

Minnesota's First Law Enforcement Agency – Established 1849

The Ramsey County Sheriff's Office is Minnesota's first law enforcement agency, established in 1849, before Minnesota was a state.

The mission of the Sheriff's Office is to provide law enforcement and public service in accordance with constitutional and statutory mandates. The Sheriff's Office is organized into five service divisions:

- **Administration Division** – responsible for warrants; criminal histories; gun permits; budget and accounting; human resources and payroll; training and staff development; professional standards; policy; internal affairs; fleet management; information technology, including research and development; and, planning, analysis, and procurement.
- **Court and Security Services Division** – responsible for court security; human service security; civil process (orders for protection, foreclosure notices and sales, civil and criminal subpoenas, dissolutions of marriage, and evictions); and, emergency management and homeland security.
- **Detention Services Division** – responsible for safely and securely housing pre-trial inmates and probation or supervised release (parole) violators in the Adult Detention Center (Ramsey County Jail); transportation of prisoners; and, hospital detention security.
- **Public Safety Services Division** – responsible for contract law enforcement (patrol and investigations) services to seven communities; canine (K-9) operations and training; crime scene processing; electronic crimes investigations; records and property; school resource officers; traffic enforcement; crime prevention; water patrol; dive team; and, volunteer programs and internships, including reserve deputies and community support services.
- **Regional Services Division** – responsible for law enforcement and public safety services that involve multiple agencies, joint investigations, and regional partners that have a county-wide impact; watch commander operations; contract negotiations and labor and union relations; and, special projects and programs.

With over 450 members and an annual operating budget of approximately \$55 million, the Sheriff's Office provides state mandated services to an urban community of over 500,000 residents situated in a metropolitan area of 3.2 million people. As a regional partner, the Sheriff's Office also provides services to city, county, state, and federal agencies.

Jack Serier
Ramsey County Sheriff

Juliet Rudie
Chief Deputy
Regional Services

Booker Hodges
Undersheriff, Administration

Ty Sheridan
Undersheriff, Court & Security
Services

Joseph Paget
Undersheriff, Detention Services

Terry Soukkala
Undersheriff, Public Safety Services

Vision

A leader in public safety
and community partnerships

Mission

The Sheriff's Office provides law enforcement and public service in accordance with our constitutional and statutory mandates with a commitment to leadership in public safety, through professionalism and partnership with other agencies

Values

We are dedicated to:

- 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