



*Photo by Amber Rishavy,
Pixel Dust Photography*

HOPKINS POLICE DEPARTMENT

2020

ANNUAL REPORT

LETTER FROM THE CHIEF

2020 has been an unusual year for everyone. The challenges we have encountered at the Hopkins Police Department, and our continued commitment to positive and thoughtful community engagement demonstrate our core values as an organization.

We have had to continuously adjust our engagement methods, but we never stop working on building positive community relationships with the entirety of our diverse community!

Over the last year, the police department facilitated over 100 birthday patrols alongside the Hopkins Fire Department. We also conducted an Easter Bunny Parade with the Hopkins Jaycees and a mobile parade through the City with the Raspberry Festival.

In October, we partnered with Hopkins Public Works and the Fire Department to host a Halloween drive-thru event at the Public Works facility, where families could meet officers and receive bags of candy.

As Thanksgiving neared, the department partnered with the Hopkins Rotary, the Hopkins Business and Civic Association and Driskill's Downtown Market to bring 150 meals to those in need in our community.

These engagement methods are representative of our giving and serving model.

However, community building is not just event-focused. It is meeting and engaging all of our residents. Our commitment to our multi-cultural community and communities of color is real and our values reflect these efforts.

The Hopkins Police Department have been working diligently with our multi-cultural advisory committee and our Joint Community Police Partnership program to have genuine conversations regarding police operations while learning about each other. Having open and transparent conversations about controversial topics opens our minds to creative alternatives that we are not always able to see.

We have also maintained our partnerships with the Hopkins Race and Equity Initiative and have listened to our community.

While 2020 has been a challenging year, it has given us the opportunity to critically evaluate our practices. Despite the controversy surrounding law enforcement and the obstacles created by the pandemic, we have not wavered in the level of service we have provided our residents.

We realize the importance of our positions here at the police department and vow to never stop improving our community. We are committed to making Hopkins a safer and a better place for everyone.

I want to thank our officers for their continued dedication and hard work throughout 2020, and I also want to express my appreciation to our other City staff and the City Council for their continued support. We are grateful for our partnerships and we could not do it without them!



Sincerely,

A handwritten signature in cursive script that reads "Brent Johnson".

Brent Johnson
Chief of Police



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Strategic Planning Implementation

Each year, Hopkins Police Department staff come together to evaluate the previous year’s goals and priorities, as well as crime statistics, department training, operating procedures, community building initiatives and employee development. After these sessions, a Strategic Plan is implemented as a road map for the year.

The department also focuses on the six pillars of procedural justice. These six pillars were officially instituted in 2016 after all department members were trained on this ideology, which is now engrained in all operations.

Six Pillars of Procedural Justice:



Pillar One:
Building Trust
& Legitimacy



Pillar Two:
Policy &
Oversight



Pillar Three:
Technology &
Social Media



Pillar Four:
Community
Policing & Crime



Pillar Five:
Training &
Education



Pillar Six:
Officer Wellness
& Safety

Implicit Bias Training

As a progressive law enforcement agency, the Hopkins Police Department recognizes the need to understand how implicit biases can affect how the police and community interact.

The department has an in-house trainer who specifically conducts implicit bias training for all members of the Hopkins Police Department.

This training is now being expanded to all City staff.

Procedural Justice Training Series Completion

All Hopkins Police Department officers have completed the Procedural Justice training series developed by the Department of Justice’s Community Oriented Policing Services Division.

The series culminated with a community workshop titled “A Dialogue to Change.” Members of the police department, school district and community participated in the workshop, which focused on the Four Pillars of Procedural Justice: fairness, voice, transparency, and impartiality.



Hopkins Police Department

STRATEGIC PLAN 2020

1. Relationships & Engagement with Community

- a. Foster relationships with immigrant communities
- b. Team-level community projects
- c. Multi-directional educational opportunities
- d. Expand social media presence

2. Work Proactively with the Community to Provide Exceptional Service to our Residents

- a. Work to understand quality of life issues at the neighborhood level
- b. Utilize available data to implement proactive strategies

3. Employee Wellness

- a. Develop peer support program
- b. Encourage physical fitness opportunities
- c. Multifaceted approach to employee growth

4. Technological Advancements

- a. Identify and acquire the latest technology to assist our policing efforts



HPD staff dress-up for Halloween drive-thru event

The Hopkins Police Department recognizes the importance of reaching out to youth in the community and creating positive social interactions with law enforcement in an effort to cultivate partnerships that secure the future.



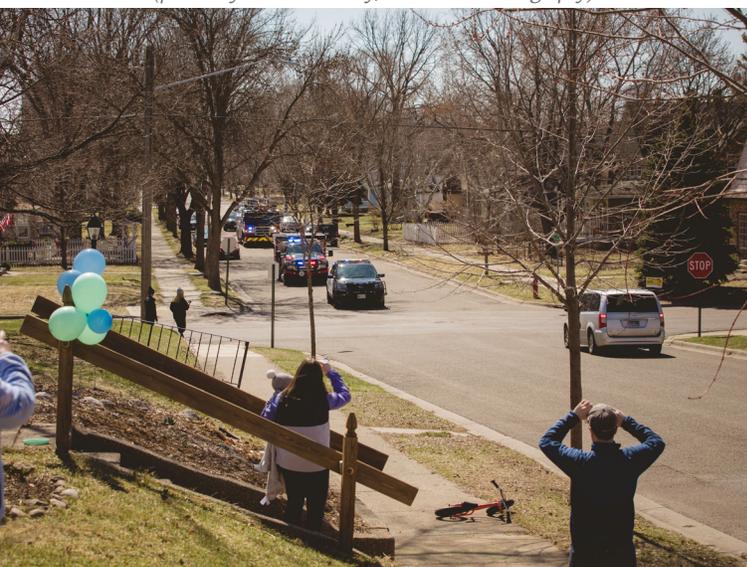
Above and below: HPD staff on Birthday Patrol (photos by Amber Rishavy, Pixel Dust Photography)

Birthday Patrol

Back in March when the first of the COVID lockdowns occurred, the police department, in partnership with the Hopkins Fire Department, instituted birthday patrols as a way to continue positive interactions and celebrations with the community.

Whether or not the Hopkins Police Department was a pioneer of this outreach initiative is hard to know, but it is known that birthday patrols became a nationwide trend with public safety departments all over the country.

The police and fire departments were able to partake in 100 different celebrations for everyone from children to senior citizens in socially distant and health conscious ways.



Halloween Drive-Thru

As Halloween neared, it was evident that the police department's annual Haunted Jail Tour would not be the safest method for the community to celebrate. Instead, department staff joined forces with the fire department and Hopkins Public Works staff to hold a Haunted Drive-Thru at the Public Works facility.

Over 700 vehicles filled with families participated in the drive-thru event, where they could view ghosts and goblins while receiving bags of candy and glow in the dark face masks.

Knowing that Halloween is a beloved holiday for many, the police department relied on available resources and the creativity of City staff to create a new, special way for the community to celebrate.

Cops 'n' Kids Events

The department participates each year in Cops 'n' Kids Fishing and Cops 'n' Kids Shopping. Due to the coronavirus pandemic, the police department was unable to host the annual fishing event, but successfully found a way to host the shopping event for families in need.

Families were nominated by members of the community and their wish lists were filled by the members of the department. Each family was presented with wrapped gifts delivered to their residence.

The Hopkins Jaycees donated \$3,000 dollars to fund this initiative.

Gifts wrapped and ready to be delivered to local families



Hopkins officers deliver a Thanksgiving meal to a local family



Thanksgiving Meal Delivery

As Thanksgiving approached, the police department confronted the struggles and challenges that many in the Hopkins community were facing, from seniors isolated alone at home, to those struggling to pay the bills.

The department decided to partner with the Rotary Club of Hopkins, the Hopkins Business and Civic Association and the Hopkins Fire Department to bring prepared meals from Driskill's Downtown Market to families and individuals in need.

Together, the four organizations delivered over 150 meals throughout the Hopkins community.

Want to learn more about the Hopkins Police Department's outreach events? Find us on social media at [facebook.com/hopkinspolice](https://www.facebook.com/hopkinspolice), [Instagram/hopkinspolice](https://www.instagram.com/hopkinspolice) and [twitter.com/hopkinspolice](https://www.twitter.com/hopkinspolice).

HPD staff prepare to deliver Thanksgiving meals to community members





Sergeant Greg Pilon leads a Community Academy

Joint Community Police Partnership

The Joint Community Police Partnership (JCPP) is an award-winning collaborative effort between Hennepin County and the cities of Hopkins, Brooklyn Center, Brooklyn Park, Crystal, Richfield and Bloomington. The mission of the JCPP “is to enhance communication and understanding between law enforcement officers and multi-cultural residents.”

The JCPP has adopted four main strategies to aid in achieving their results:

- Training for community members
- Training for police officers
- Hiring personnel sensitive to the needs of the diverse community
- Creation of a Multicultural Advisory Committee.



Hopkins community members attend a Community Academy

JCPP Cadet Program

The Hopkins Police Cadet program is intended to diversify the department with bilingual, multicultural candidates, whom reflect the community we serve.

This program provides grants for law enforcement students who are beginning their education and provides them with a paid position within the police department to learn the many facets of the profession.

The program also provides partial funding for college tuition in a law enforcement program.



Multicultural Advisory Committee

One of the core components of the Joint Community Police Partnership strategy is the Multicultural Advisory Council (MAC), which brings together residents from various cultures on a regular basis to provide feedback on public safety issues in the community.

The Hopkins MAC comprises a broad representation of race, religion, culture and age, and advise the department on how to better serve, communicate with and understand the community. The MAC meets monthly with police staff to discuss concerns and coordinate educational efforts.

Focus and Topics

- Community engagement
- Facilitated discussions
- Creating printed media for immigrant community members to better understand police services and laws
- Fostering a safe platform to share community information and concerns
- Organizing and presenting cultural training for police officers and community members
- Representing a positive presence in our community
- Community building through fostering diverse relationships

Membership

MAC membership recruitment efforts have helped Hopkins police create a space where all voices can be honored.

Candidates for MAC membership meet the following qualifications:

- Live, work or worship in Hopkins or have children in Hopkins schools
- Are able to attend monthly meetings
- Are accepting of persons different than themselves and respectful of different faiths
- Are connected to the community with the ability to foster relationships
- Are willing to work cooperatively with police in enhancing relationships between all cultural communities.

Community members interested in participation in MAC must complete an application, submit it to the police department, pass a criminal background check and complete a brief interview with staff. Applications are available online at www.hopkinsmn.com/MAC.

The JCPP and the Hopkins MAC are an essential part of the police department's delivery of service to residents.

Hopkins Race and Equity Initiative

The Hopkins Race and Equity Initiative (HREI) is a collaborative effort creating opportunities to increase awareness and understanding of race, equity and diversity, while promoting a sense of community that welcomes and values its residents.

This unique partnership is made up of the Hopkins Police Department, the City of Hopkins, Gethsemane Lutheran Church and Hopkins Public Schools.

Hopkins is a strong community with amazing racial, cultural and socio-economic diversity, and a heritage of quality schools, vibrant faith communities and progressive city services.

For generations, the Hopkins community has worked together to increase the quality of life for all of the residents, celebrating the rich diversity that Hopkins finds to be its greatest strength.

In 2020, HREI went virtual, maintaining the group's commitment to engaging the community around race and equity in meaningful ways.

Virtual events focused on the history of racist covenants in real estate within the Twin Cities metro area, and the impact it has on west metro neighborhoods still to this day.

Nearly 4,500 community members engaged in the events, which can still be viewed on the HREI Facebook page.

More information about HREI, including information on any upcoming events, can be found on the City of Hopkins website at www.hopkinsmn.com/HREI.



Body-Worn Cameras

In 2020, the Hopkins Police Department fully implemented body cameras and new squad car cameras.

The goal of this project was to capture video evidence of every law enforcement incident to further prosecutions, accountability and transparency.

Police officers assigned to uniformed positions are now required to wear body cameras.

The system wirelessly links the body cameras and squad car cameras together, allowing for integrated video evidence.

The cloud-based data is easily reviewable by prosecutors, supervisory staff and officers.

Food Donation Drives

Ensuring that local food shelves were adequately stocked was especially essential in 2020.

The police department partnered with Hopkins JCI and Driskill's Downtown Market to obtaining food donations for local food shelves through the Stuff the Squad Initiative.

Social Work Partnership

The Hopkins Police Department routinely handles situations involving individuals with mental health-related issues or in crisis situations. The calls are often very complex, time-consuming and difficult to manage, and the various resources available 24-hours a day are minimal.

As an organization, the department has trained all officers in crisis intervention, de-escalation and mental health-related issues to assist in these situations, but is always looking for new and innovative methods to assist the community.

In 2019, the Hopkins Police Department partnered with Hennepin County to provide a licensed social worker to work with officers on crisis situations and mental health issues.

The social worker receives cases from the officers to follow-up on or may assist officers on calls for service in the community, and are able to provide Hennepin County resources to individuals who may need additional assistance. This new initiative has proved invaluable in preventing repetitive calls to the same location.

The year 2020 was full of challenges never before experienced by this generation and mental health support for some Hopkins community members was more important than ever. The Hopkins Police Department continued its partnership with Hennepin County Social Services during this crucial time.

During 2020, Hopkins Officers responded to over 400 calls for service that were referred to our embedded social worker for follow-up. Out of these calls for service, 150 resulted in transportation to a hospital for social services.

The social worker outreach program not only provides support and resources to Hopkins citizens, but also reduces the likelihood of repeated calls.

By reducing these calls, officers are given more time to focus on other community issues, and affords the citizen the proper social services for advanced care, as needed.

Stuff the Squad at Driskill's Downtown Market (photo by Amber Rishavy, Pixel Dust Photography)





Use of Force

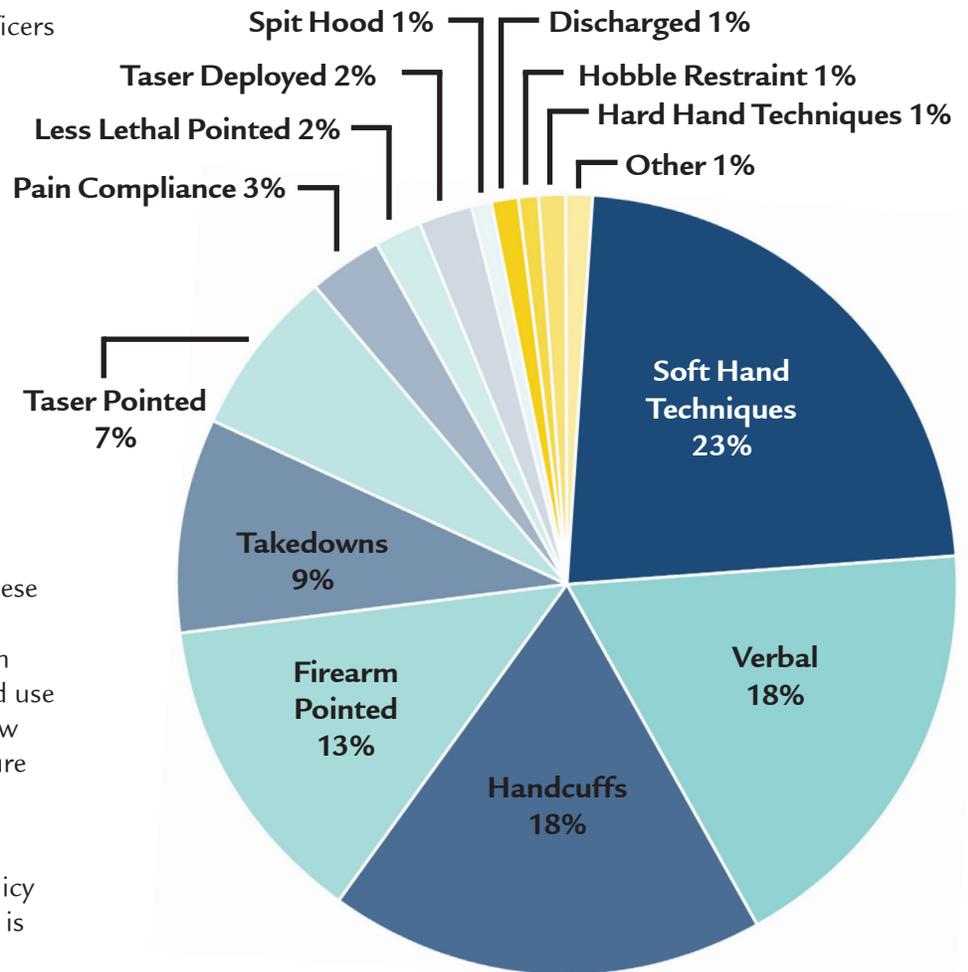
The force used by an officer in a given situation needs to be reasonable and necessary given the totality of the circumstances. Officers may lawfully use force to control an individual during varying and rapidly unfolding circumstances, which are often unpredictable.

The Hopkins Police Department trains officers to the highest of standards, and attempts to use de-escalation and crisis intervention techniques. The department provides officers with state of the art technology, such as Tasers and less lethal munitions.

The Use of Force continuum used to train officers begins with verbal skills and escalates incrementally to lethal force. Officers must document force used upon an individual in accordance with the department's Use of Force policy.

Officers responded to approximately 26,000 calls for service in 2020. During these interactions, officers used force requiring documentation in 68 incidents or less than one percent of the time. Each documented use of force incident requires a thorough review for training and policy compliance to ensure officers are performing to the highest of professional standards.

The entire Hopkins Police Department policy manual, including the Use of Force policy, is available on the City's website.



Use of Force Definitions

Firearm Pointed - When a firearm is pointed at an individual to gain compliance, but is not discharged.

Hard Hand Techniques/Impact Weapons - When an officer strikes a combative individual to gain control of them with either the officer's body or a baton.

Hobble Restraint - A device used to restrain the lower body of an individual who is violent or resisting.

Less Lethal Pointed - When an officer points a less lethal launcher at an individual.

Pain Compliance - When an officer inflicts momentary discomfort to achieve compliance.

Soft Hand Techniques - When an officer places their hands on an individual to escort or direct them.

Takedowns - When an officer forces an individual to the ground to control them.

Taser Pointed/Deployed - When a Taser is pointed or deployed at an individual to gain compliance.

Verbal Use of Force - When an officer gives commands to an individual in a situation.



In order to provide the best possible service to Hopkins residents, the Hopkins Police Department employs the services of the Sojourner Domestic Abuse Shelter and Cornerhouse Childrens Advocacy Shelter.

Sojourner Partnership

The Sojourner Project is a local domestic abuse shelter that serves over 1,000 women and children a year.

When officers respond to a domestic disturbance, they will contact the domestic abuse shelter and advise them of the situation. This notification to the shelter occurs whether or not an arrest is made.

On occasion, our officers will work with shelter advocates to visit involved families after the initial call, in order to assure services are provided to potential victims.

In addition to working with the shelter regarding cases of domestic abuse, Hopkins Police Department officers provide presentations at the shelter several times a year on topics such personal safety and internet safety.

Residents who have any concerns about domestic abuse can contact the Hopkins Police Department at 952-258-5323 or the Sojourner Domestic Abuse Shelter at 952-933-7422.



CornerHouse Children’s Advocacy Center



Founded in 1989, CornerHouse is an accredited Children’s Advocacy Center that coordinates a multi-disciplinary team to assist children and their families.

In order to effectively investigate a traumatic case involving a minor, while being cognizant of the delicate nature of a juvenile’s perspective, the police department utilizes the forensic interviewers at CornerHouse. In addition to forensic interviews, CornerHouse also provide services to families and training to law enforcement.

In 2020, the Hopkins Police Department utilized the services of CornerHouse on three separate occasions. Additionally, the department hosted a training with the center in order to provide our officers, surrounding police agencies, local school employees and social workers with more information on how to receive reports of abuse involving children.

Vitals Aware Service

The Hopkins Police Department is consistently looking for new innovations, tools, training, and ways to improve safety for officers and the residents and visitors we come in contact with.

Hopkins police are proud to partner with the Vitals organization to offer an app to help improve communication and increase understanding between the police and those living with invisible disabilities such as mental health, autism and dementia, among others.

What does the Vitals App do? It provides officers with the following information:

- Individual demographics
- Primary and secondary conditions
- Medical Information
- Behavior triggers and de-escalation techniques
- Medications
- Contact information
- Videos and photos.

Contact the Hopkins Police Department or visit www.thevitalsapp.com for more information about the Vitals app.



Staff and partners at a Crime Assessment and Planning Meeting

Crime Assessment and Planning Meetings

The police department hosts Crime Assessment and Planning meetings to bring members of various departments together to address community concerns.

Active representation includes members from the City Inspections Department, the City Attorney's Office, Public Works, Planning and Economic Development and the Fire Department. Staff from the Hennepin County adult and juvenile probation offices also attend.

By focusing on current crime statistics and trends, this collaborative effort successfully strategizes for improving crime prevention methods.

Crime Mapping

The Hopkins Police Department continued efforts in 2020 to reduce crime and traffic crashes through crime mapping.



LexisNexis Community Crime Map data is available to all citizens of Hopkins. This program allows citizens to do their own crime mapping and analyzing to find out what is happening in their neighborhoods.

Visit www.communitycrimemap.com to view the map.

HPD App

The HPD app allows users to stay in touch with the police department in a variety of ways, all from the convenience of a mobile phone.

The app includes pertinent information regarding the department and the many services available to the citizens of the community. It also provides users with the opportunity to submit tips (written and photo) to help solve or prevent crime in Hopkins neighborhoods.

Among the features users will find is the ability to sign-up for additional patrols while on vacation, and receive urgent push notifications and local news updates.

Supporting our Youth

Secure detention of juveniles has been shown to have a negative impact on behavior and often leads to a higher risk of recidivism.

In accordance with the Juvenile Detention Alternative Initiative (JDAI), the Hopkins Police Department collaborates with several local organizations to limit instances of secure detention of juveniles, instead offering families positive and constructive options. Organizations include:

The Juvenile Supervision Center

The Juvenile Supervision Center is a non-detention, 24/7 supervised space for youth who have been arrested/cited for low-level crimes or who are at a high risk for trafficking.

Bridge for Youth

The Bridge for Youth is a place where youth between 10-17 years can go for a night or longer. They offer counseling for the child, parents and families with the hope of reuniting them and keeping the child from becoming homeless.





Hopkins community members at an HPD Latino Community Academy

The Hopkins Police Department continues to pride itself on the level of training provided to employees that continually exceeds state minimum standards. Department instructors strive to facilitate in-house training that mirrors real life situations, not only in terms of physical activity, but also decision making.

Officers proactively seek outside training opportunities to further enhance their skill set. The Hopkins Police Department also takes a proactive role in bringing valuable training to the region by hosting training opportunities that would not otherwise be available to the department and law enforcement partners.

Roll Call Training

The Hopkins Police Department facilitates various roll call trainings throughout the year. These sessions, typically held over the evening shift change, cover a variety of subjects to include overviews of resources available in the community, overviews of training other officers have attended, and updates on policy and procedure.

Community Academies

In an ongoing effort to promote transparency, the Hopkins Police Department facilitated a Latino Community Academy in 2020. These Community Academies are facilitated at various locations within the community and provide an opportunity to showcase the police department’s mission, vision and core values.

The academies also create an environment where people feel comfortable seeking answers to questions regarding the department, community or other law enforcement related issues.

The Hopkins Police Department is always looking for opportunities to build relationships through transparency and education.

Crisis Intervention Training

Recognizing the need to find viable solutions when dealing with members of the public experiencing a mental health crisis, all of the police department sworn staff have attended training on Crisis Intervention Training (CIT).

The techniques learned during the training provide officers with safe and compassionate alternatives when dealing with individuals in need of mental health care.

Combatting Opioid Abuse

Law enforcement continues to battle opioid abuse and overdoses by promoting awareness and education. All officers are trained in the deployment of Naloxone. The Hopkins Police Department also disburses medicine disposal bags. The bags facilitate the safe deactivation of prescription pills, liquids and patches. The availability of abused drugs is reduced by safely and effectively deactivating prescriptions and controlled substances.



Crime Comparison

Part I Offenses reflect information on eight serious crime classifications and are generally referred to as the crime index measurement. Part I Offenses reported in 2020 showed an overall increase of 42.7 percent from 2019.

Part II Offenses represent less serious crime classifications that include assault, vandalism, fraud, narcotics, liquor laws, drunk driving, family/children and disorderly conduct. Part II Offenses reported in 2020 showed an increase of 0.4 percent with an overall total crime increase of 14.3 percent from 2019.

| | 2020 | 2019 | 2010 | 1-Year Change | 10-Year Change |
|-------------------------------|--------------|--------------|--------------|---------------|----------------|
| Part I Violent Crimes | | | | | |
| Homicide | 0 | 1 | 0 | -100.0% | 0.0% |
| Rape | 12 | 10 | 13 | 20.0% | -7.7% |
| Robbery | 7 | 5 | 12 | 40.0% | -41.7% |
| Aggravated Assault | 11 | 21 | 14 | -47.6% | -21.4% |
| Total Violent Crimes | 30 | 37 | 39 | -18.9% | -23.1% |
| Part I Property Crimes | | | | | |
| Burglary | 52 | 49 | 102 | 6.1% | -49.0% |
| Larceny/Theft | 353 | 229 | 382 | 54.1% | -7.6% |
| Auto Theft | 54 | 28 | 25 | 92.9% | 116.0% |
| Arson | 2 | 1 | 4 | 50.2% | -10.1% |
| Total Property Crimes | 461 | 307 | 513 | 50.2% | -10.1% |
| Total Part I Crimes | 491 | 344 | 552 | 42.7% | -11.1% |
| Part II Crimes | | | | | |
| Assault | 150 | 150 | 148 | 0.0% | 1.4% |
| Forgery/Counterfeiting | 17 | 29 | 17 | -41.4% | 0.0% |
| Fraud | 109 | 99 | 85 | 10.1% | 28.2% |
| Embezzlement | 0 | 0 | 0 | 0.0% | -100.0% |
| Possess Stolen Property | 7 | 4 | 15 | 75.0% | -61.3% |
| Vandalism | 123 | 114 | 318 | 7.9% | -66.4% |
| Weapons | 12 | 3 | 12 | 300.0% | 0.0% |
| Prostitution | 0 | 0 | 1 | 0.0% | -100.0% |
| Criminal Sexual Conduct | 5 | 6 | 8 | -16.7% | 9.1% |
| Narcotics | 44 | 84 | 150 | -47.6% | -37.5% |
| Gambling | 0 | 0 | 0 | 0.0% | 0.0% |
| Family/Children | 2 | 5 | 5 | -60.0% | -60.0% |
| DUI | 109 | 106 | 87 | 2.8% | 25.3% |
| Liquor Violations | 2 | 5 | 32 | -60.0% | -93.8% |
| Disorderly Conduct | 37 | 52 | 96 | -28.8% | -61.5% |
| Vagrancy | 0 | 0 | 0 | 0.0% | 0.0% |
| All Other Offenses | 98 | 90 | 160 | 8.9% | -38.8% |
| Total Part II Crimes | 707 | 704 | 1,081 | 0.4% | -34.6% |
| Total Crimes | 1,198 | 1,048 | 1,633 | 14.3% | -26.6% |

Calls for Service

Hopkins Police Department recorded 26,139 calls for service in 2020, an 8.9 percent increase from 2019.



Calls for service included a variety of calls including theft, assault, burglary, fraud, domestic assault and other crime events, as well as suspicious activity, lockouts, medicals, alarms, welfare checks and disturbances.

A total of 368 motor vehicle crashes were reported in 2020. These included motor vehicle property damage, hit and run property damage, and hit and run personal injury crashes.

Medical calls for service in 2020 decreased by 9.7 percent from 2019, with a total of 1,407 calls.

Hopkins Fire Rescue responds to medical or assistance calls for service during daytime hours, Monday through Friday. The assistance the daytime rescue crew provides to the police department is critical in that it allows the on-duty police officers sufficient time to handle other calls for service during the day.

Many of the requests for assistance require two certified First Responders. In addition to all officers being trained First Responders, Hopkins Police Public Service Officers and a number of experienced Police Reserve Officers have been certified for emergency medical response.

HOPKINS

MISSION

Service to the community with honesty, integrity and respect.

VISION STATEMENT

To be recognized as a progressive law enforcement agency striving to enhance the quality of life for all citizens. We seek to collaborate with all stakeholders to continually improve our community. The Hopkins Police Department will recruit, hire and retain the most qualified personnel to fulfill this vision.

CORE VALUES

ETHICAL-

We employ personnel of the highest ethical character who are guided by the principles of honesty, integrity and respect.

DEDICATED-

Being committed to oneself, partner, department and the public which we serve where going above and beyond the call of duty is the expectation, not exception.

PROGRESSIVE-

Looking ahead to find new ways, procedures, and tools to best serve the community.

PROBLEM SOLVERS-

We are committed to identifying and solving problems through building positive community partnerships.

TRANSPARENT-

Through openness we will build trust and mutual understanding.

POLICE