



*Photo by Amber Rishavy,
Pixel Dust Photography*

HOPKINS POLICE DEPARTMENT

2022

ANNUAL REPORT

LETTER FROM THE CHIEF

Another year is in the record books. Though the times have changed, and we face new and different challenges as a public service organization, our mission is clear; “Service to the community with Honesty, Integrity and Respect.” Each officer in this organization is hired and trained on this mission and represents who we are as your Hopkins Police Department.

Some of the challenges we have encountered are retention and recruitment related. This issue is not uncommon in law enforcement organizations and private sector employment nationwide. It seems as if the Covid reset, amongst other perception issues, may have been contributing factors.

Nonetheless, we are working on recruitment and also diversification of our workforce as we actively select the best officers to represent this agency. Our long-standing Cadet program has been successful in adding a pathway into law enforcement for non-traditional candidates, and we will continue to expand upon this program for 2023.

Our CORE (Community Outreach and Relationship Enhancement) team has been busy over the last year as we prioritize community building. Reaching out to our multi-cultural community through specific programs, community conversations and our MAC (Multi-Cultural Advisory Committee) allows us to learn from each other and have a mutual understanding of what is expected and how we as a department can do better in serving our community. Our Cops N Kids Fishing and Shopping programs, as well as our Summer Youth Program, help to build upon relationships with the youth in our community. Developing meaningful relationships with Hopkins youth remains a priority for our department. Our CORE team also continues to work with apartment managers, business owners and property owners by offering crime prevention tips and security camera recommendations.

As we work to build the safest and most welcoming community possible, we are continually striving for new and innovative methods to provide services to our community. In addition to our embedded social worker, we will also be adding an additional youth-based social worker to our staff in 2023. This partnership with Hennepin County, allows for cost sharing and improved services for some of the most vulnerable in our communities. We will be partnering with our school district in this endeavor to ensure a continuity of services as mental health challenges become more evident in our community. We will also be piloting a 911 Dispatch embedded social worker with Hennepin County, who will assist with pre-arrival information for our officers and provide information if an alternative response can be provided.

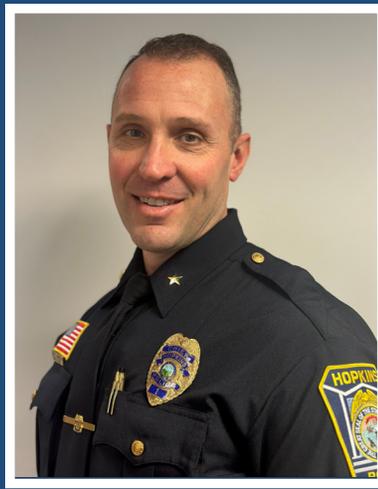
The Hopkins Police Department is here to listen and learn as we solve community concerns and quality of life issues. We are proactively addressing crime in Hopkins and have had another successful year in reducing the overall crime rate by 4.4 percent. This could not be accomplished without the hard work of our officers, staff and elected officials; all who contribute to the success of our department and community.

I am grateful to be providing professional police services to you all and look forward to another safe and successful year.

Sincerely,



Brent Johnson
Chief of Police





Hopkins Police Department

STRATEGIC PLAN 2023

1. Officer Retention and Recruitment

- a. Employee training and career enhancement opportunities
- b. Creative recruitment and maintaining high standards
- c. Employee wellness

2. Work Efficiency

- a. Internal and external communication
- b. Technology advancements

3. Crime Reduction

- a. Community outreach
- b. Social media communication
- c. Improved community safety through education and enforcement



The vision of the Hopkins Police Department is to be recognized as a progressive law enforcement agency striving to enhance the quality of life for all citizens. We are committed to finding, hiring and retaining the most qualified personnel to fulfill this vision.

Police Cadet Program

The Hopkins Police Cadet program has played a vital role in furthering our vision by providing law enforcement students the opportunity for hands-on experience in the law enforcement field while completing their academic studies. The ability to see the principles and concepts learned in the classroom applied in a real world setting is invaluable to the development of our future police officers.

Police Cadets are responsible for a variety of duties, such as motorist assists, animal control, parking enforcement and motor vehicle lockouts. They are provided annual training and often times train alongside sworn officers. All of our Police Cadets are immersed in our service-oriented culture within the police department by participating in many of our outreach initiatives. By the time our Police Cadets are eligible to become licensed police officers, they have developed deep relationships not only with other members of the police department, but with the Hopkins community.

The Hopkins Police Department has several other opportunities for those interested in a career in law enforcement to experience the day-to-day activity of a police department through our student internship, Police Reserve Unit, and Public Service Officer positions.



Scan or click the code to be notified of future job openings or to request additional information



- Volunteer
- Uniformed
- Do not need to be going into law enforcement



- Paid, full-time
- Uniformed
- May be pursuing a career in law enforcement



- Paid, part-time
- Uniformed
- Must be enrolled in law enforcement education program



- Full-time
- Licensed Peace Officer



Social Work Partnership with Hennepin County

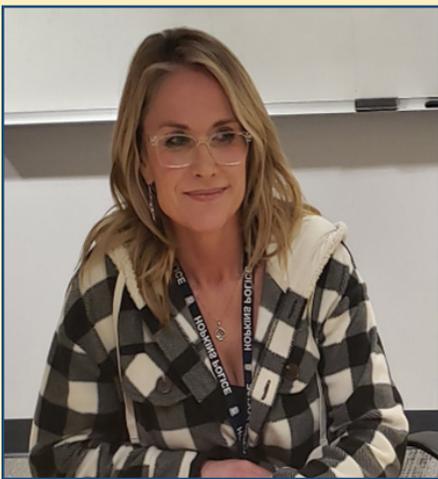
As your police department, we are always striving to provide the highest level of service to our community. In 2019, we instituted an embedded part-time social worker from Hennepin County to assist community members struggling with mental health issues. Seeing an increase in mental health-related calls and the importance of better serving those struggling with mental health needs, we implemented a full-time social worker in 2022.

Jana Sheedy, our current mental health professional, has become an integral department of our department and community. Jana is able to follow-up on calls and cases that do not require an officer's assistance and is able to provide resources from Hennepin County to those in need. This has freed up officers to focus on serving Hopkins in other capacities.

As we continued to re-evaluate the needs in our community, we entered into another partnership with Hennepin County for 2023 for a youth-focused social worker. This partnership again increases our capabilities as an organization to improve services for some of the most vulnerable in our communities. We will be partnering with the Hopkins School District in this endeavor to ensure a continuity of services, as mental health challenges continue to become more evident each and every day.

Additionally, we will be piloting a 911 dispatch social worker with Hennepin County to assist in pre-arrival information for Hopkins officers and to offer information if an alternative response can be provided.

Meet Jana Sheedy



The follow-up services through Hennepin County's Embedded Social Worker (ESW) program within the Hopkins Police Department have added additional support for the community and the department through a large variety of methods. In the ESW role, I have engaged and assisted community members that are impacted by their mental health, substance use disorder and general service referral barriers.

In my ESW role, I aim to reduce calls for service by individuals that utilize law enforcement as the initial response when an alternative is more appropriate and sustainable. The goal of the program is to increase alternative crisis response options for families and individuals, while decreasing the calls for service related to non-criminal matters.

As an ESW, I have seen an increase in:

- Connecting, supporting and guiding community members to mental health crisis stabilization services and greater coordination with service providers engaged to enhance service delivery.
- Connecting community members to basic needs (i.e. food shelf or shelter).
- Referrals to mental health crisis stabilization beds versus shelters. This increases long-term services and support for individuals that may be unsheltered or experiencing evictions that result in housing loss.

The responses I have received from community members I have contacted to offer resources have been positive and appreciated, whether or not they have accepted services. Continued outreach efforts provide opportunities for support that can greatly impact a persons quality of life and decrease calls of service.

A Little About Me: My educational background includes a bachelor's degree in Psychology from the University of Minnesota, a master's degree in Non-Profit Management, and a degree in Marriage and Family Therapy from St. Mary's University. I grew up in Eden Prairie and have remained in the metro area. I have three grown children, two boys and a girl, who are all off on their own life journeys in college and career paths.

Prior to joining HPD, my professional social work roles since 1997 have been in the child welfare system, and managing supportive housing for single adults, families and at-risk youth in both Hennepin County and Ramsey County.

My most recent transition was from Child Protection Investigations where I worked in collaboration with law enforcement and Hennepin County juvenile court to ensure the safety of children.

My passion for social work has been driven to meet the needs of those underserved and most vulnerable. The Embedded Social Worker (ESW) program allows me to provide voluntary services that are client driven which aligns with method of practice.



Rave Mobile Safety

When a crisis affects the City of Hopkins, Hopkins public safety officials must be able to reach residents instantly with warnings, information and updates.

In order to ensure that community members can be contacted quickly and effectively, the City of Hopkins uses Rave Mobile Safety, which gives municipalities the ability to email, text and call thousands of residents, staff members, and volunteers within minutes.

Whether residents need to be informed of a water main break, snow emergency, evacuation, or other crisis, the Rave Mobile Safety emergency notification system will allow the City of Hopkins to send a message to every directory listing within a matter of minutes.

Register Online!

To add or update your contact information and ensure you will be included when a message is sent, fill out the Rave Mobile Safety enrollment form at this link: <https://www.smart911.com/smart911/registration/registrationLanding.action?cdnExternalPath=>.

Neighbors by Ring

In 2022, the Hopkins Police Department officially joined Neighbors by Ring.

The Neighbors platform allows community members to share photos, videos and information related to local crime and safety incidents so fellow residents can stay informed, better communicate with police and help fight crime.

Hopkins Police can view what local residents have posted publicly to Neighbors and can now chime-in with relevant updates or safety alerts to help community members stay informed. You do not need a Ring device to join Neighbors. Anyone with a smartphone can download the Neighbors App for free in order to receive updates and have the option to post photos or videos from any device.

Partnering together makes our community safer!

Crime Prevention Through Environmental Design

A valuable police department initiative, Crime Prevention Through Environmental Design or CPTED, helps community members feel safe and secure in their homes or businesses by providing free property assessments.



Trained professionals from the Hopkins Police Department will come to your home or business to examine locks, lighting, landscaping, doors, windows and security systems, and will offer low-cost, effective recommendations to help keep the property safe and secure.

Visit the City of Hopkins website for additional crime prevention tips and techniques to help keep your home, family and neighborhood safe.

To schedule your free CPTED site survey for your home or business complete the online form at <https://www.hopkinsmn.com/FormCenter/Health-Safety-10/Site-Surveys-53>

Smart911

Residents can also download the Smart911 mobile app to sign-up for Rave. The Smart911 app provides enhanced functionality by sending targeted alerts based on the user's location. Smart911 app users will receive the highest priority National Weather Service alerts, including tornado warnings, flash flood warnings and severe thunderstorm warnings based on their real-time location. Smart911 also offers community members added safety applications including a safety profile so that 911 dispatchers can help you faster during an emergency; alerts and notifications to help you stay informed of weather, traffic or other area emergencies; and a vulnerable needs registry to alert public safety offices that you need additional assistance in an emergency. Download the Smart911 App on the Apple Store or Google Play or by texting "Smart911" to 67283.



Joint Community Police Partnership

The Joint Community Police Partnership (JCPP) is Hennepin County’s newly developed Safe Communities department, will focus on addressing reducing violent crimes in Hennepin County.

Under the leadership of Director Lisa Bayley, Safe Communities will focus on sex trafficking, anti-hate efforts, gun violence prevention, domestic violence prevention, youth violence reduction, and data analytics related to Safe Communities work.

The JCPP program will also be expanding their reach in 2023 from six to nine cities: New Hope, Robbinsdale, and Edina are the three newest cities to join this award-winning collaborative.

The mission of JCPP and Hopkins Community Liaison Julia Ross will continue “to build trust between police and the community, especially in communities of color and immigrant communities.”



JCCP Community Liaison Julia Ross (second from left) and HPD Police Services Liaison Anne Marie Buck with Raspberry Festival Royalty

Multicultural Advisory Committee

One of the core components of the Joint Community Police Partnership strategy is the Multicultural Advisory Committee (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. Members must live, work, worship or have children in the Hopkins schools, and be committed to working cooperatively with police in enhancing community relations. The MAC meets monthly with police staff to discuss concerns and coordinate educational efforts.

Community members interested in participation in MAC must complete an application and submit it to the police department. Applications are available online at www.hopkinsmn.com/MAC.



Members of the Multicultural Advisory Committee at a monthly meeting

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