

WEST HENNEPIN PUBLIC SAFETY DEPARTMENT BOARD OF COMMISSIONERS

Tuesday, January 27, 2026
8:00 a.m.
WHPS Conference Room



AGENDA

1. Call to Order
2. Elections for 2026 Police Commissioners
3. Additions to the Agenda
4. ******Consent Agenda******
All items listed under Consent Agenda are considered to be routine by police commissioners and will be acted upon by one motion. There will be no separate discussion on these items. If discussion is desired, that item will be removed from the Consent Agenda and will be considered separately.
 - a) Approval of December 9, 2025, Police Commission Minutes
 - b) Review of December 2025 Activity Report
 - c) December 2025 Monthly Claims
 - d) Review of FY2025 Budget and Cash Assets Reports
 - e) Review of 2026 Accrued Sick Time Report
5. Items of Interest – Community Events

Old Business

6. Accrual time carryover requests

New Business

7. Staffing and personnel update
8. Squad updates
9. Upcoming events
10. Pay Equity Report
11. Immigration Operations
12. Adjournment

Next meeting: Tuesday April 28 at 8:00am

2026 Police Commission meeting schedule

April 28 July 28 September 22 December 8

Mission:

To protect and serve the citizens of Maple Plain and Independence in a professional and compassionate manner.

Values:

Honor Courage Common Sense Respect & Dignity Loyalty Fairness Trust

POLICE COMMISSION PACKET

POLICE COMMISSION MEETING

WEST HENNEPIN PUBLIC SAFETY

Tuesday, January 27, 8:00 am.

West Hennepin Conference Room

Approval of December 9, 2025, Police Commission Meeting Minutes

Meeting minutes have been included for your review and approval.

December 2025 Activity Reports

The September, October, and November 2025 Activity Reports have been included for your review.

The Criminal Part I and Part II cases for both cities will be highlighted for your review in the November 2025 Activity Reports/Director's News and Notes. Chief DuRose will highlight a few cases if requested.

Approval December 2025 Claims

December 2025 claims are attached for review and approval.

2025 YTD Budget & Cash Asset Reports

In reviewing the 2025 Budget vs. Actual reports FY2025, WHPS received \$2,673,435.83 or 99.64% in income with expenses of \$2,774,640.47 or 103.42%. The budget shows a net income of -\$101,204.64. This net income amount is reflective of unbudgeted costs related to severance payouts in 2025 and the costs of the 11th officer.

As a reminder, WHPS received \$190,088 in 2024 as income for Public Safety Aid from both cities. The current balance, as of 1/21/26, of Public Safety Aid is \$67,030.96 after reducing the reserve by \$99,885.78 to cover the costs of the 11th officer. There was \$120,000 of that aid included in the Projected Income for the 2025 budget, although it is truly not recognized as income.

Balances of other accounts: Crime Prevention \$17,938.92, Federal Forfeiture \$165,024.11, Reserves \$723.41, Capital Outlay \$106,711.26, and Severance \$34,421.34.

Our financial audit is scheduled for February 19 and 20.

Items of Interest/Community Events

Chief DuRose attended the following:

- SPARKS after school program—December 15
- Emergency Mgmt training at Hennepin County—December 18

- West Hennepin Chamber of Commerce—December 23
- Wayzata PD swearing in and promotional ceremony—January 6
- West Hennepin Chamber of Commerce—January 13
- Lakes Area Planning Group—January 22

Community Events:

- Toys for Tots delivery to Golden Valley—December 12
- Chief DuRose and Detective Anderson attended morning coffee at Christ Lutheran Church—December 15
- Kwik Trip grand opening—December 16
- Combined City Council meeting for fire merger—December 16
- Officers Splichal and Raskin spoke with Haven Homes residents during morning coffee—January 5
- Sgt Ebeling met with Haven Homes staff for quarterly check-in—January 5

Accrual Time Carryover Requests

The accrued vacation, compensation, and sick time reports are enclosed for review. There are three requests for carryover into 2026 and one request for payout for discussion and approval.

Staffing and Personnel Update

Ben Anderson has returned to full duty with no restrictions, effective January 21.

Mason Splichal is nearing the end of his field training.

I would like to move forward with a process to seek applications for a PT Officer or two.

Squad Updates

We have reserved a Ford Explorer through a dealership to replace Squad #74 in the CIP. Several officers are interested in having a Ford to drive and it makes sense with some of the issues we have been experiencing with Chevy vehicles in 2025.

I have a meeting scheduled with Orono Public Works on January 30th to discuss the possibility of squad maintenance being done by their garage staff. This is the first meeting and is meant for information gathering to better understand capabilities and cost compared to local dealerships who have been providing maintenance.

Upcoming Events

The Cool WHPS team will be Polar Plunging for the first time on January 31.

We will be hosting a recognition ceremony on February 2nd at 6:00pm at Independence City Hall. We will have several formal oaths of office being taken as well as additional recognition from 2025.

Pay Equity Report

The Local Government Pay Equity Act requires local government jurisdictions to submit a Pay Equity Report to the State of Minnesota every three years. This report outlines compensation relationships between female-dominated, male-dominated, and balanced classes of employees in order to eliminate sex-based wage disparities in public employment in this state. The report includes job classification and pay information for each position and employee of WHPS. Our report is due to Minnesota Management and Budget by January 31st. The report requires approval from the commission chair for submittal.

Immigration Operations

As we are all aware, federal immigration officials have been active in the State of Minnesota, including Hennepin County. There have been reports of agents being seen in our jurisdiction, but West Hennepin has not been asked to assist in any way. Hennepin Chiefs and the MN Chiefs Association have been working with federal officials on sharing concerns about tactics and operations that are leaving local law enforcement in positions that are affecting relationships with our communities.

2026 Police Commission meeting schedule

April 28

July 28

September 22

December 8

BOARD OF COMMISSIONERS
Tuesday, December 9, 2025
8:00 a.m.
West Hennepin Public Safety Conference Room

MEETING MINUTES

1. Call to Order.

Pursuant to due call and notice thereof, a regular meeting of the West Hennepin Public Safety (WHPS) Board of Commissioners was called to order at 8:06 a.m. by Chair Brad Spencer.

Present in Person: Commissioner Mayor Brad Spencer, Commissioner Mayor Julie Maas-Kusske, Alternate Commissioner Andrew Burak, Commissioner Ray McCoy, Director Matt DuRose, Recording Secretary Kim Curtis

Others Present: Maple Plain City Administrator Jacob Schillander, Independence City Administrator Mark Kaltsas

Absent: Commissioner Mike DeLuca

2. Additions to the Agenda

There were no additions to the agenda.

3. *Consent Agenda*****

The consent agenda consists of:

- a) Approval of September 9, 2025, Police Commission Minutes
- b) Review of September, October and November 2025 Activity Reports
- c) September, October and November 2025 Monthly Claims
- d) Review of 2025 YTD Budget and Cash Assets Reports
- e) Review of 2025 Accrued Vacation/Comp/Sick Time Reports

Item 'e) 2025 Accrued Vacation/Comp Report' was asked to be pulled from the consent agenda for further discussion. Motion by McCoy, seconded by Maas-Kusske, to approve consent agenda items a-d. All voted aye. Motion carried. The September, October and November 2025 Claims were passed around for signatures and forwarded to Curtis.

Concerns were discussed about accumulated vacation and comp hours being over the cap allowed to carry over into 2026. DuRose was concerned as well and explained that this year one officer left employment, one was hurt and one is currently on medical leave. There are vacation hours scheduled to be taken off between now and the end of

the year. One employee has a vacation planned in early 2026 and has requested to carry vacation hours over for that. The employee on medical leave has requested to be paid out the 56 hours he's over in vacation because he's not been able to take the time off. Motion by Maas-Kusske, seconded by McCoy, for DuRose to review WHPS' employee handbook regarding requests to carry over vacation and comp hours into a new year and discuss his findings at the Police Commission meeting in January 2026.

4. Items of Interest – community Events

Chief DuRose attended the following:

- West Hennepin Chamber meeting as a guest speaker-September 9
- Hennepin County Emergency Mgmt Fall meeting-September 10
- Lake Minnetonka SWAT meeting-September 11
- MN Association of Emergency Managers conference-September 14-17
- District Chiefs convening meeting with US Representative Morrison-September 22
- SWAT Banquet at Ripley-September 23
- Delano Sports Club meeting as guest speaker-September 30
- Delano Safe Schools meeting-October 2
- Orono Rotary-October 9
- Orono Healthy Youth-October 14
- West Hennepin Chamber meeting October 14 and November 11
- Orono Schools Safety Summit-November 12
- Lakes Area Emergency Mgmt meeting-November 20
- Hennepin County Youth Stabilization Center opening-December 3
- Delano Safe Schools-December 4
- Hennepin Chiefs meeting with retired Chiefs McCoy and Kroells-December 4

Community Events:

- McGarry's Golf Tournament-September 15
- Orono Homecoming Parade-September 19
- Art in the Park-September 30
- Maple Plain Fire Open House-October 6
- WHCC Trunk or Treat-October 25
- Highway 12 bonding tour-October 30
- Maple Plain Community Church Trunk or Treat-October 31
- Veteran's Day program at Orono HS-November 11
- View Santa-December 6

Old Business

5. Update on LMAC Records Management Agreement

Hennepin County Sheriff's Office has signed the agreement, making it the 14th LMAC member. The group can now get its data from CentralSquare and put it on the server at

South Lake Minnetonka Police Department (SLMPD). The agreement is being passed around for all agencies to sign. Once completed, the next planning phase can begin and the group will part ways with Hennepin County. Once the data is at SLMPD, new RMS option will be looked at.

6. Audits: BCA, IT, ALPR, NCIC

BCA IT audit, Automated License Plate Reader (ALPR) audit and NCIC audits have been successfully completed. A few tasks are yet to be completed for the BCA IT audit for WHPS to be in full compliance. The only upcoming audit is the financial audit in early 2026.

New Business

7. Staffing & Personnel Update

Officer Anderson will be moving into Investigations. Investigator Zilles will resume normal duties on the West Metro Drug Task Force (WMDTF). Officer Splichal began working October 16 and is doing well with his field training. Austin Ward is West Hennepin's newest Reserve Officer and also doing well with his training. An interview is scheduled in the near future for another potential new reserve officer. DuRose has successfully completed EMR training. One additional employee is out on extended leave at this time.

8. Vehicle updates

Forfeiture funds were used to purchase a Nissan Pathfinder to replace the current WMDTF vehicle. The Jeep Cherokee that was being used as the WMDTF vehicle is now the investigator's vehicle and the investigator's Cherokee will be used for driving to training and admin duties. The Ford Edge and a utility trailer were both sold at auction for \$4,600.

9. Bluetooth Holster Sensors

West Hennepin purchased Bluetooth holster sensors for uniformed duty holsters. They automatically activate body-worn cameras and squad cameras if the firearm is released from the holster. The donation from the McGarry's Golf Tournament was used for this purchase. The sensor can be turned off when needed for privacy.

10. Hennepin County Attorney Traffic Stop Charging Policy

On October 15, 2025, Hennepin County Attorney Mary Moriarty implemented a policy on 'Non-Public-Safety Traffic Stops' without first discussing with Hennepin County law enforcement agencies. Soon after, the Hennepin County Chiefs Association held a press conference to make the public aware of how its members felt about Moriarty's new policy and how it could potentially have an impact on crime accountability in the county. Hennepin County Chiefs' board members and the County Attorney's Office met and will continue to talk. The new policy only applies to felony offenses resulting from traffic stops so it may only have minimal impact on WHPS. It comes down to creative and good report writing.

11. Office Hours Adjustment Request

DuRose requested the Police Commission's approval for WHPS' office to be closed Friday, December 26, 2025. McCoy suggested the office also be closed Friday, January 2, 2026. Motion by McCoy, seconded by Spencer, for WHPS' office to be closed both Friday, December 26, 2025, and Friday, January 2, 2026, and office staff use vacation hours for being off both of those days. All voted aye. Motion carried.

12. Liability Coverage Waiver Form

WHPS has always elected to waive the monetary tort on liability coverage. Doing so would save legal costs for a lawsuit over \$500,000. If the Police Commission agrees to waive the monetary tort, the Police Commission Chairperson's signature is needed. Motion by Maas-Kusske, seconded by McCoy, to elect to waive the monetary tort on liability coverage. All voted aye. Motion carried. Commissioner Maas-Kusske as Chairperson signed the waiver form.

13. Resolution Accepting Grant From MN Chiefs of Police Foundation

MN Chiefs of Police foundation has awarded WHPS \$2,000 for its 1st Annual Cops & Bobbers. This event will take place in 2026. DuRose requested the Police Commission's approval to accept the grant. Motion by Maas-Kusske, seconded by Spencer, to accept the donation from Minnesota Chiefs of Police Foundation. All voted aye. Motion carried. The resolution was then signed by Chair Spencer.

14. 2026 Police Commission Meeting Schedule Proposal

January 27, 8 a.m.

April 28, 8 a.m.

July 28, 8 a.m.

September 22, 8 a.m.

December 8, 8 a.m.

15. Adjourn

Motion by Spencer, seconded by Burak, to adjourn. All voted aye. Motion passed. The meeting adjourned at 9:17 a.m.

Date: January 9th, 2026

To: Public Safety Commissioners
City of Independence Council Members
City of Maple Plain Council Members

From: Director Matt DuRose

SUBJECT: DECEMBER 2025 ACTIVITY REPORT



The purpose of this report is to give the reader a quick overview of the activities of the Public Safety Department each month. It also compares monthly and year-to-date information to the reader.

The report is broken down into five categories, as defined by the Criminal Justice Reporting System.

CRIMINAL-- Criminal is broken down into Part I and Part II crimes.

Part I includes crimes against persons versus crimes against property; criminal homicide, forcible rape, robbery assault, aggravated assault, burglary -breaking or entering, larceny-theft, larceny analysis, motor vehicle theft and arson.

Part II includes other assaults, forgery and counterfeiting, fraud, embezzlement, stolen property, buying, receiving, possession; vandalism, weapons, carrying, possessing, etc.; prostitution and commercialized vice, sex offenses; drug abuse violations, gambling, offenses against the family and children, driving under the influence, liquor laws, drunkenness, disorderly conduct, vagrancy, all other offenses, suspicion, curfew and loitering laws - persons under 18; and runaways - persons under 18.

TRAFFIC-- Includes violations of the road and driving laws.

PART III-- Lost and Found: Includes lost and found persons, animals, and property, and stalled and abandoned vehicles.

PART IV-- Casualties: Includes all motor vehicle crashes, boating, and snowmobile; public home occupational accidents, fires, suicides, sudden deaths, burning permits, and burning violations.

PART V-- Miscellaneous Public: Includes open doors, gun permit applications, suspicious activities, animal complaints, motorist assists, alarm calls, parking complaints, house checks, driving complaints, civil matters, family disputes, department assists.

The balance of the report shows the total number of incidents handled, miles driven and how the Public Safety Department received calls. If anyone should desire more detailed statistical data, please contact my office.

Monthly Activity Report					
December 2025					
Offense	This Month	Same Month Last Year		This Year To Date	Last Year To Date
City Of Independence					
Criminal	6	5		65	48
Traffic	83	82		1,336	912
Part III	5	3		57	96
Part IV	32	20		372	375
Part V	106	115		1,332	1,353
Total City of Independence	232	225		3,162	2,784
City Of Maple Plain					
Criminal	7	3		46	31
Traffic	33	28		589	297
Part III	1	2		32	47
Part IV	14	52		434	325
Part V	64	45		624	624
Total City Of Maple Plain	119	130		1,725	1,324
Grand Total Both Cities	351	355		4,887	4,108
TZD	0	0		209	279
Agency Assists	35	25		395	320
Total ICR Reports	386	380		5,491	4,707
How Received					
Fax	9	10		89	65
In Person	4	15		134	169
Mail	0	0		6	12
Other	3	0		14	5
Phone	11	21		212	276
Radio	172	161		2,099	1,952
Visual	152	145		2,477	1,693
Email	13	5		161	181
Lobby Walk In	22	23		299	354
Total	386	380		5,491	4,707

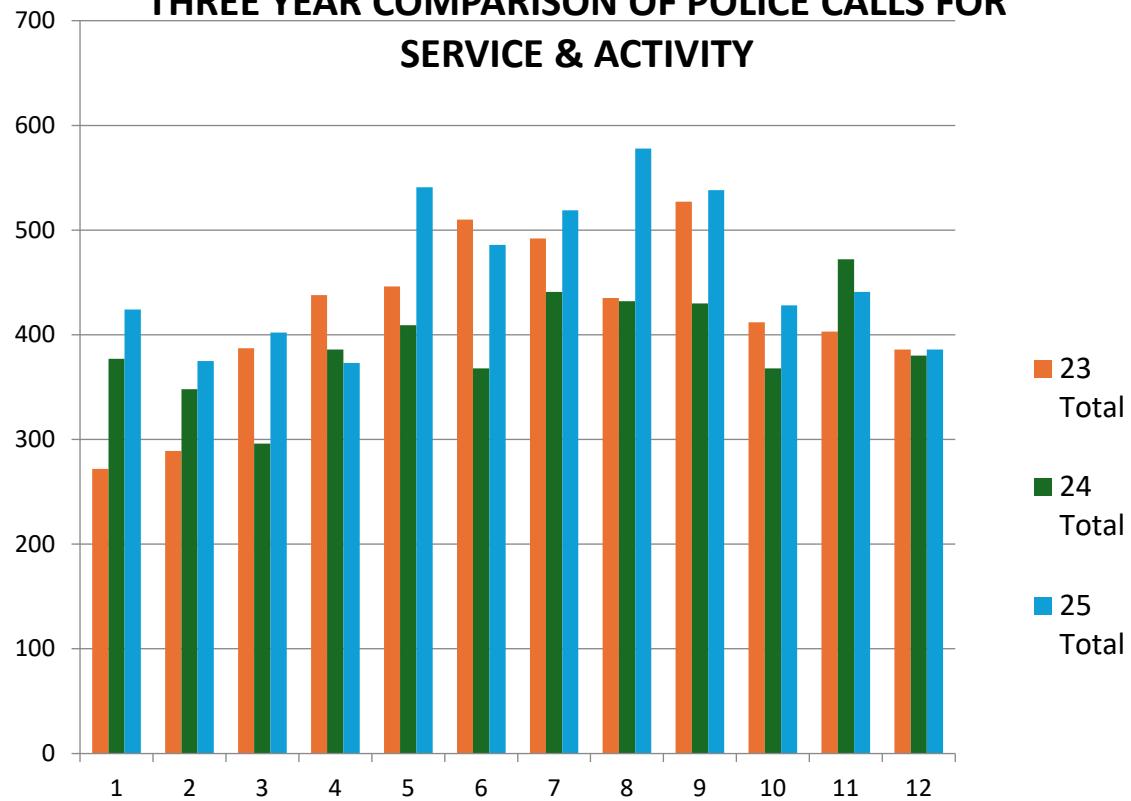
December 2025 Part I & II**City of Maple Plain #'s 1 & 2**

AGN	ICR	Title	Create Date	Grid #	MOC range	UCR Part
WHPS	25005130	MAARC Report – Financial Exploitation	12-02-2025	01	C02J1	2
WHPS	25005181	Theft	12-06-2025	01	U328D	1
WHPS	25005411	Domestic Assault	12-25-2025	01	AL302	2
WHPS	25005451	Domestic Assault/Damage to Property	12-28-2025	01	AK341	1
WHPS	25005276	DWI – 4 th Degree	12-13-2025	02	JG501	2
WHPS	25005318	Burglary/Damage to Property	12-17-2025	02	P1110	2
WHPS	25005445	Shooting	12-27-2025	02	W112A	2

November 2025 Part I & II**City of Independence Grid #'s 3-5**

AGN	ICR	Title	Create Date	Grid #	MOC range	UCR Part
WHPS	25005186	Theft/Rpt	12-07-2025	03	VA025	1
WHPS	25005220	4 th Degree DWI	12-15-2025	03	JG501	2
WHPS	25005309	Check Fraud/Theft	12-17-2025	03	TA999	1
WHPS	25005439	3 rd Degree DWI	12-26-2025	03	JFW01	2
WHPS	25005440	4 th Degree DWI	12-27-2025	03	JGW01	2

THREE YEAR COMPARISON OF POLICE CALLS FOR SERVICE & ACTIVITY



DIRECTOR'S NEWS & NOTES

WEST HENNEPIN PUBLIC SAFETY
December 2025 Activity Report

Year to Date Activity Report

At the end of December 2025, West Hennepin Public Safety (WHPS) handled year-to-date a total of 5,491 incident complaints. For the month of December; 232 incidents occurred in the City of Independence and 119 in the City of Maple Plain.

The Criminal Part I and Part II cases for both cities have been highlighted for your review on the attached documents.

Suspicious Activity

December 1

5100 block of Industrial Street, Maple Plain. Officer was on routine patrol and observed a vehicle running in a parking lot after hours. The vehicle was unoccupied and while checking the building doors, officer located the registered owner of the vehicle who was the business manager. He advised he was making popcorn before leaving for the night. Officer spoke to the keyholder on file who confirmed the individual was a manager.

Motorist Assist

December 2

Highway 12/Main Street E, Maple Plain. Officer was notified there was an unoccupied vehicle parked with its flashers on at the intersection. Officer approached the vehicle and attempted to contact the registered owner. Officer was advised by a neighboring agency that they were with the driver at the gas station. The driver returned to the scene and officers assisted her with filling her vehicle with gas.

Public Assist

December 2

5300 block of Pete Drive, Independence. Officer was dispatched to a public assist where the reporting party advised her husband rolled their four-wheeler and they needed assistance rolling it back over. Officer arrived on scene rolled the four-wheeler over. It was found the reporting party's husband had a possible concussion as he hit his head but was back inside laying in a dark room. They denied medical attention and were advised to call back if anything changes with his condition.

Suspicious Activity

December 3

3600 block of Independence Road, Independence. Officer was dispatched to a report of a possible burglary. Officers met with the homeowner who advised she believed she had seen footprints in the snow along with possible open doors on the property. She requested officers check the property. Officers cleared the house and found nothing suspicious.

Loud Music

December 5

1600 block of Marsh Ave, Maple Plain. Officer was dispatched to a loud music complaint. Officer arrived on scene and could hear music coming from the residence while standing outside. Officer spoke to the occupant of the home and advised her of the complaint. She was unhappy that someone called and was uncooperative when asked for her information. Officer was able to identify her, and she advised she would turn the music down.

Theft

December 6

4900 block of Highway 12, Maple Plain. Officer was dispatched to a theft that just occurred at a liquor store. The owner provided a thorough description of the suspect and his vehicle. A neighboring agency located the suspect, searched the vehicle, and located the stolen wine bottles. He was issued a citation for theft.

Theft

December 7

7900 block of Egret Drive, Independence. Officer was dispatched to a report of a stolen four-wheeler and motorcycle. Officer arrived on scene and spoke to the victim. It was found lawn care employees left a note inquiring if the vehicles were for sale. The victim advised she didn't call them back. There were noticeable footprints in the snow that appeared the suspect(s) were looking into the windows and doors. Case was forwarded to investigations.

Damage to Property

December 8

1500 block of County Road 90, Independence. Officer was dispatched to take a property damage report regarding a damaged mailbox. It was found a vehicle slid into the mailbox and left the scene. Officer responded and photographed the damage.

Suspicious Activity

December 9

5800 block of Highway 12, Maple Plain. Officer was on routine patrol overnight and observed a vehicle with four males get out and begin loading bags in the back of the truck. It was found a local landscaping company keeps supplies at the business and they were loading salt in preparation for snow removal.

Arrest

December 10

6000 block of Highway 12, Independence. Officer was dispatched to a domestic that had occurred while driving on the highway. Officers arrived and separated the parties who were found to be mother and adult son. Both parties gave consistent stories of a verbal argument that escalated into the mother striking the son in the face and the son subsequently grabbing the steering wheel to swerve the car into the ditch. Officers arrested both parties for Domestic Assault and transported them to Hennepin County Jail.

Traffic Complaint

December 10

County Road 6/County Road 90, Independence. Officer was dispatched to a traffic complaint where the vehicle was crossing over the lane markers. Officer located the vehicle and spoke to the driver who appeared sluggish and tired. The driver stated he had been up for 24 hours doing snow removal. The officer conducted Field Sobriety Tests and determined the driver was not impaired. The driver was advised to drive safely and released from the scene.

Found Property

December 12

600 block of County Road 110, Independence. Officer was dispatched to a found Apple Watch. Officer arrived and was able to located owner information inside the watch. Officer spoke to the owner who was happy to hear his watch had been found. The watch was dropped off at his residence.

Welfare Check

December 12

7300 block of County Road 11, Independence. Officer was dispatched to a welfare check where the reporting party hadn't heard from her friend in several days. The reporting party also advised her friend had been ill recently. Officer arrived and spoke to the subject who was sitting inside. She stated she hadn't checked her phone recently and everything was fine.

Arrest

December 13

Highway 12/Howard Avenue, Maple Plain. Officer was on routine patrol and found a vehicle driving over the posted speed limit. Officer stopped the vehicle and spoke to the driver who displayed signs of impairment. There was also a partial case of beer open in the back seat. Field Sobriety Tests were performed, and the driver was ultimately arrested for DWI. He provided an evidentiary breath test of 0.11. He was booked and released with a citation for 4th Degree DWI.

Suspicious Activity

December 15

Parkview Road/Main Street West, Maple Plain. Officer was on routine patrol and observed a vehicle making several stops in the area. Officer observed the driver's side door open, and the driver ran towards the house. Officer made contact with the driver who advised they were making early morning deliveries.

Arrest

December 15

County Road 6/County Road 92, Independence. Officer stopped a vehicle for driving over the posted speed limit and spoke to the driver who displayed signs of impairment. Officer conducted Field Sobriety Tests and placed him under arrest for DWI. He provided an evidentiary test of .10 and was released with a citation for 4th Degree DWI.

Motorist Assist

December 16

County Road 11/County Road 92, Independence. Officer was dispatched to a vehicle in the ditch. Upon arrival, Officer spoke to the driver who advised she turned around to take a photo of the sunrise when she slid into the ditch. Officers assisted with pushing the vehicle out of the ditch.

Burglary

December 17

1400 block of Meadow Lane, Maple Plain. Officers were dispatched to a report of damage to property, later believed to be a burglary. Officers arrived on scene and spoke to the reporting party and the occupants of the home who advised they observed a suspect outside yelling at them through the window. The suspect then began pushing, kicking, and throwing objects at a window. Ultimately, the suspect threw a large rock causing the window to break. The suspect ran towards a vehicle on the street and fled at a high rate of speed. Case forwarded to investigations for further.

Traffic

December 18

County Road 6/County Road 110, Independence. Officer conducted a traffic stop due to expired registration and the vehicle showed the registered owner was revoked. Officer provided an insurance card and confirmed the policy hasn't been active in over a year. Officer conducted an inventory of the vehicle prior to a tow and found open bottles of vodka. The driver admitted to drinking earlier, provided a preliminary breath sample, and was found not to be intoxicated. The driver was released pending charged for gross misdemeanor no insurance and driving after revocation.

Suspicious Activity

December 19

2000 block of County Road 90, Independence. Officer was dispatched to a possible burglary. The reporting party advised they heard a huge noise downstairs, followed by several smaller noises after. Officer arrived on scene and cleared the inside of the home. The origin of the noises heard were unknown.

Crash

December 20

Independence Road/Pagenkopf Road, Independence. Officer was dispatched to a vehicle in the ditch with property damage. Officer arrived on scene and observed a cattle fence was damaged. The property owner was contacted and advised it happens all the time, declined receiving the driver's information, and would fix the fence. The vehicle was pulled out of the ditch, and the driver was able to leave the scene in his vehicle. It was found the driver was delivering packages and slipped off the road.

Crash

December 21

7000 block of County Road 11, Independence. Officer was dispatched to a single vehicle crash. Officer arrived on scene and spoke to the driver who advised he lost control of his vehicle causing him to crash into a tree. The driver did not have insurance and the registration expired in July of 2024. He was cited for the offenses and provided a ride home.

Crash

December 22

Highway 12/County Road 90, Independence. Officer was dispatched to a three-vehicle crash with injuries. Officer arrived on scene and found the vehicles all with significant damage. One driver was bleeding from the head, and another had to be extricated from the vehicle. Two drivers were transported to the hospital. One driver did not have insurance and a citation was mailed. No signs of impairment were observed on any of the drivers. The intersection was closed while duty crews and tow trucks cleared the scene.

Animal Complaint

December 23

5900 block of Henry Street, Maple Plain. Officer was dispatched to sick racoon. Officers responded and the racoon hid under the shed before they could catch it. Officers spoke to the neighbor who advised he might be able to trap the racoon.

Arrest

December 25

1800 block of Newport Street, Maple Plain. Officer was dispatched to a domestic assault between roommates. It began as a verbal argument and escalated to physical where the victim was punched multiple times in the head by the suspect. Officers took statements from both parties involved and arrested the suspect. The suspect was booked and transported to Hennepin County Jail.

Arrest

December 26

Highway 12/County Road 90, Independence. Officer stopped a vehicle for a lane violation and a burnt-out brake light. Officer spoke to the driver who admitted to drinking alcohol. Field Sobriety Tests were performed, and the driver was arrested for DWI. The driver was booked, provided an evidentiary breath sample of 0.16, and transported to Hennepin County Jail.

Arrest

December 27

6000 block of Highway 12, Independence. Officer initiated a traffic stop for a lane violation. Officer spoke to the driver who displayed signs of impairment and admitted to consuming alcohol. SFST's were administered and the officer placed him under arrest. He was transported for booking and provided an evidentiary breath sample of 0.12. He was released to a sober party with a citation.

Shots Heard
December 27

1400 block of Meadow Lane, Maple Plain. Officers were dispatched to a call of shots heard in the area. With assistance from several agencies, the scene was secured and no injuries were reported. The case was forwarded to investigations for further.

Arrest
December 27

1600 block of Baker Park Road, Maple Plain. Officers were dispatched to a report of a domestic assault. The reporting party advised his fiancée physically assaulted him, threatened assault with a hammer, and ran water over his laptop in the bathtub causing damage. The female party was taken into custody and transported to Hennepin County Jail pending charges.

Suspicious Activity
December 28

5900 block of Three Oaks Avenue, Maple Plain. Officer was dispatched to a suspicious activity report. Officer spoke to the reporting party who advised a nearby building had a door ajar with fresh shoe prints in the snow. Officers arrived and found the tracks in the snow. Officers were able to push the door open and checked inside where no one was found. Officers were unable to contact the property owner.

Motorist Assist
December 29

Highway 12/Howard Avenue, Maple Plain. Officers were dispatched to a jackknife semi and the intersection. Officers arrived on scene and spoke to the driver who advised he began to slide and then jack-knifed into the median. The semi was able to be driven away from the scene.

Crash
December 29

Highway 12/Boundary Avenue, Maple Plain. Officer was dispatched to a vehicle in the ditch. Officer located the vehicle and spoke to the driver who advised he was zoned out and believe he hit a piece of ice on the road causing him to go into the ditch. Officer informed the driver of the dangers of driving while tired and advised the tread on her tires were extremely bald.

Animal Complaint
December 30

Pagenkopf Road/McDow Lane, Independence. Officer was dispatched to a report of a raccoon in the roadway. The reporting party was directing traffic, so the raccoon didn't get hit and was trying to move it off the roadway. Officer arrived and suspected the raccoon to have distemper. Officer used his catchpole to remove the raccoon from the roadway and properly dispatched it.

Motorist Assist
December 31

5600 block of Pioneer Creek Drive, Maple Plain. Officer was dispatched to a report of an abandoned vehicle that was stuck in a snowbank, still running, and in gear with the tires actively spinning. Officers arrived on scene and spoke to the driver who had just returned to the vehicle. He advised he slid into the snowbank and exited the vehicle and locked the keys inside. Officer was able to unlock the vehicle to shut the vehicle off and assisted with shoveling the vehicle out of the snowbank.

West Hennepin Public Safety
Monthly Claims
December 2025

Type	Date	Num	Name	Memo	Account	Clr	Split	Amount
Deposit	12/01/2025			Deposit	West Hennepin Public Safety	✓	-SPLIT-	188,082.63
General Journal	12/01/2025	771		monthly requisition, December 2025	West Hennepin Public Safety	✓	1701 - Capital Improvement Fund	-10,413.00
Deposit	12/01/2025			Deposit	West Hennepin Public Safety	✓	-SPLIT-	4,596.80
Liability Check	12/03/2025	B-MP	Bank of Maple Plain - Paychecks	2025 Holiday Checks	West Hennepin Public Safety	✓	2100 - Payroll Liabilities	-31,505.03
Liability Check	12/03/2025	IRS	Internal Revenue Service	2025 Holiday Checks	West Hennepin Public Safety	✓	-SPLIT-	-6,197.94
Liability Check	12/03/2025	MN REV	MN Dept. of Revenue	2025 Holiday Checks	West Hennepin Public Safety	✓	2100 - Payroll Liabilities	-2,112.00
Liability Check	12/03/2025	PERA	PERA	2025 Holiday Checks	West Hennepin Public Safety	✓	-SPLIT-	-13,101.43
Deposit	12/09/2025			Deposit	West Hennepin Public Safety	✓	503 V2 - Health Insurance	1,994.17
Deposit	12/11/2025			Deposit	West Hennepin Reserves	✓	503 U - Donations-Reserves	250.00
Check	12/11/2025	36211	Employee	uniform expense reimb	West Hennepin Public Safety	✓	105 A - Full-Time Employee	-128.47
Check	12/11/2025	36212	Employee	uniform expense reimb	West Hennepin Public Safety	✓	105 A - Full-Time Employee	-114.26
Check	12/11/2025	1695	Employee	expense reimbursement	West Hennepin Reserves	✓	601 A - View Santa	-156.33
Check	12/11/2025	36213	Language Line Services	interpreter service	West Hennepin Public Safety	✓	201 - Telephone	-156.78
Check	12/11/2025	36214	Loffler - Leasing	monthly copier expense	West Hennepin Public Safety	✓	203 - Office/Op Equip Maintenance	-312.19
Check	12/11/2025	36215	Culligan Bottled Water	water equip rental	West Hennepin Public Safety	✓	204 - Office/Operating Supplies	-4.34
Check	12/11/2025	36216	Winning Edge	office door name plate	West Hennepin Public Safety	✓	204 - Office/Operating Supplies	-11.80
Check	12/11/2025	36217	Office of MNIT Services	monthly WAN access	West Hennepin Public Safety	✓	206 - Books/Dues/Subscriptions	-52.88
Check	12/11/2025	36218	CenterPoint Energy	office gas usage	West Hennepin Public Safety	✓	207 - Utilities/Gas/Electric	-246.24
Check	12/11/2025	36219	City of Independence	shared utility expense reimb	West Hennepin Public Safety	✓	207 - Utilities/Gas/Electric	-522.35
Check	12/11/2025	36220	Element Technologies, LLC	monthly IT service	West Hennepin Public Safety	✓	302 A2 - IT Contracted Services/hdwr/sft	-4,787.54
Check	12/11/2025	36221	Thomson Reuters - West	monthly investigative website	West Hennepin Public Safety	✓	302 A3 - Investigative IT Fees	-156.83
Check	12/11/2025	36222	Hennepin County Accounts Receivable	radio/MDC fees	West Hennepin Public Safety	✓	302 F1 - Rental & Repair Fees	-1,228.53
Check	12/11/2025	36223	Davis Chevrolet of Delano	squad repair	West Hennepin Public Safety	✓	303 - Auto Maintenance	-82.23
Check	12/11/2025	36224	Mid-County Coop	fuel tank fill	West Hennepin Public Safety	✓	304 - Fuel and Oil	-741.09
Check	12/11/2025	36225	O'Reilly Auto Parts	ballistic shield expense	West Hennepin Public Safety	✓	403 G - Misc Equipment	-13.94
Check	12/11/2025	36226	HealthPartners Inc	medical ins premiums	West Hennepin Public Safety	✓	-SPLIT-	-23,910.74
Check	12/11/2025	36227	MN-LEAP	membership fee renewals	West Hennepin Public Safety	✓	-SPLIT-	-100.00
Check	12/11/2025	36228	Lexipol LLC	VOID: annual membership renewal	West Hennepin Public Safety	✓	206 - Books/Dues/Subscriptions	0.00
Check	12/11/2025	36229	MAPET	2026 membership fee	West Hennepin Public Safety	✓	206 - Books/Dues/Subscriptions	-35.00
Check	12/11/2025	1696	Employee	View Santa expense	West Hennepin Reserves	✓	601 A - View Santa	-133.13
Check	12/11/2025	1697	Employee	View Santa expenses	West Hennepin Reserves	✓	601 A - View Santa	-1,419.30
Check	12/11/2025	1698	Employee	View Santa expenses	West Hennepin Reserves	✓	601 A - View Santa	-110.91
General Journal	12/11/2025	772		Scott Isaacson, 2026 coverage	104 A - Disability Medical Insurance	-SPLIT-		-1,727.82
Deposit	12/12/2025			Deposit	West Hennepin Public Safety	✓	-SPLIT-	9,293.71
Liability Check	12/16/2025	B-MP	Bank of Maple Plain - Paychecks	December 16, 2025 payroll	West Hennepin Public Safety	✓	2100 - Payroll Liabilities	-40,065.65
Liability Check	12/16/2025	IRS	Internal Revenue Service	December 16, 2025 payroll	West Hennepin Public Safety	✓	-SPLIT-	-9,015.74
Liability Check	12/16/2025	MN REV	MN Dept. of Revenue	December 16, 2025 payroll	West Hennepin Public Safety	✓	2100 - Payroll Liabilities	-2,750.00
Liability Check	12/16/2025	HSA	Optum Bank	December 16, 2025 payroll	West Hennepin Public Safety	✓	2100 - Payroll Liabilities	-1,052.00
Liability Check	12/16/2025	PERA	PERA	December 16, 2025 payroll	West Hennepin Public Safety	✓	-SPLIT-	-16,308.81
Liability Check	12/16/2025	FSA	TASC	December 16, 2025 payroll	West Hennepin Public Safety	✓	-SPLIT-	-597.16
Check	12/16/2025	MSRS-2025	MN State Retirement System	2025 post retirement contribution	West Hennepin Public Safety	✓	104 I - Post-Retirement HCSP	-2,542.08
Deposit	12/16/2025			Deposit	West Hennepin Crime Prevention	✓	503 G - Miscellaneous	1,000.00
Check	12/16/2025	B-MP	Bank of Maple Plain	direct deposit batch item fee	West Hennepin Public Safety	✓	101 H - Payroll ACH Fees	-1.20
Check	12/16/2025	B-MP	Bank of Maple Plain	direct deposit batch orig fees	West Hennepin Public Safety	✓	101 H - Payroll ACH Fees	-5.90
Check	12/16/2025	B-MP	Bank of Maple Plain	direct deposit service fee	West Hennepin Public Safety	✓	101 H - Payroll ACH Fees	-9.95
Deposit	12/19/2025			Deposit	West Hennepin Reserves	✓	503 U - Donations-Reserves	150.00
Check	12/23/2025	36233	Elan Financial Services	monthly credit card charges	West Hennepin Public Safety	✓	-SPLIT-	-1,113.48
Check	12/23/2025	1699	Elan Financial Services	View Santa credit card expense	West Hennepin Reserves	601 C - All Other	-194.55	
Check	12/23/2025	36230	Reliance Standard Life Ins.	ltd insurance premiums	West Hennepin Public Safety	104 H - Long Term Disability	-510.67	
Check	12/23/2025	36231	Verizon Wireless	cell phones & wireless aircards	West Hennepin Public Safety	201 - Telephone	-706.59	
Check	12/23/2025	36232	Ohlin Sales Inc.	batteries order	West Hennepin Public Safety	204 - Office/Operating Supplies	-46.80	
Check	12/23/2025	36234	Davis Chevrolet of Delano	squad repairs	West Hennepin Public Safety	✓	-SPLIT-	-222.51
Check	12/23/2025	36235	Mid-County Coop	fuel tank fills	West Hennepin Public Safety	✓	-SPLIT-	-1,165.26
Check	12/23/2025	36236	Lynn Lembecke Consulting	ALPR Audit	West Hennepin Public Safety	308 - Audit	-1,000.00	
Check	12/23/2025	1617	Baycom, Inc.	bluetooth holster sensor for BWC4000	West Hennepin Crime Prevention	403 F - Firearms	-4,407.00	
General Journal	12/23/2025	773		transfer out sale of forfeited 2008 Ford Edge	West Hennepin Public Safety	✓	West Hennepin Crime Prevention	-2,768.00
Check	12/30/2025	36237	City of Orono	squad repairs	West Hennepin Public Safety	✓	-SPLIT-	-1,300.09
Check	12/30/2025	36238	Davis Chevrolet of Delano	squad mtnc	West Hennepin Public Safety	303 - Auto Maintenance	-866.64	
Check	12/30/2025	36239	Standard Insurance Company	life & std ins premiums	West Hennepin Public Safety	✓	-SPLIT-	-146.69
Check	12/30/2025	36240	TASC	COBRA Admin fee	West Hennepin Public Safety	104 D - Benefits Administration Fees	-42.72	
General Journal	12/30/2025	774		for 2026 ins coverage	104 F - Life Insurance	-SPLIT-		-112.03
Deposit	12/30/2025			Deposit	West Hennepin Reserves	✓	503 U - Donations-Reserves	100.00
Liability Check	12/31/2025	IRS	Internal Revenue Service	December 31, 2025 payroll	West Hennepin Public Safety	✓	-SPLIT-	-9,400.24
Liability Check	12/31/2025	MN REV	MN Dept. of Revenue	December 31, 2025 payroll	West Hennepin Public Safety	2100 - Payroll Liabilities	-2,887.00	
Liability Check	12/31/2025	HSA	Optum Bank	December 31, 2025 payroll	West Hennepin Public Safety	✓	2100 - Payroll Liabilities	-1,052.00
Liability Check	12/31/2025	FSA	TASC	December 31, 2025 payroll	West Hennepin Public Safety	-SPLIT-		-597.16
Liability Check	12/31/2025	PERA	PERA	December 31, 2025 payroll	West Hennepin Public Safety	✓	-SPLIT-	-16,934.98
Liability Check	12/31/2025	B-MP	Bank of Maple Plain - Paychecks	December 31, 2025 payroll	West Hennepin Public Safety	✓	2100 - Payroll Liabilities	-41,451.98
Deposit	12/31/2025			Interest	West Hennepin Public Safety	✓	503 F - Interest	198.61
Deposit	12/31/2025			Interest	West Hennepin Crime Prevention	✓	503 F - Interest	5.60
Deposit	12/31/2025			Interest	West Hennepin Reserves	✓	503 F - Interest	0.42
General Journal	12/31/2025	775		record Language Line Services as '25 expense	201 - Telephone	-SPLIT-		305.52
General Journal	12/31/2025	776		11th Officer expenses in 2025	1707 - State Public Safety Aid	West Hennepin Public Safety	-99,885.78	
General Journal	12/31/2025	777	Customer	Dec. '25 burn permits	1200 - Accounts Receivable	503 A - Burn Permits	240.00	
General Journal	12/31/2025	778	Customer	Dec. '25 copies of police reports	1200 - Accounts Receivable	503 B - Copies	5.75	
General Journal	12/31/2025	780	Customer	Dec '25 HealthPartners reimb, COBRA Kroells	1200 - Accounts Receivable	503 V2 - Health Insurance	2,322.30	
General Journal	12/31/2025	781		record Aurora as 2025 expense	307 F - Wellness Program	-SPLIT-		344.70
General Journal	12/31/2025	782		record Optum as '25 expense	104 D - Benefits Administration Fees	-SPLIT-		127.50

AUDITED &
APPROVED: _____

DATE: _____

West Hennepin Public Safety
Cash Assets
As of December 31, 2025

	<u>Dec 31, 25</u>
ASSETS	
Current Assets	
Checking/Savings	
West Hennepin Public Safety	
1700 · Cash designated for Severance	34,421.34
1701 · Capital Improvement Fund	106,711.26
1707 · State Public Safety Aid	67,030.96
West Hennepin Public Safety - Other	<u>394,284.19</u>
Total West Hennepin Public Safety	<u>602,447.75</u>
Total Checking/Savings	<u>602,447.75</u>
Total Current Assets	<u>602,447.75</u>
TOTAL ASSETS	<u>602,447.75</u>
LIABILITIES & EQUITY	0.00

**West Hennepin Public Safety
Budget vs. Actual - WHPS Main Acct.
January through December 2025
(as of 01/22/26)**

	<u>Jan - Dec 25</u>	<u>Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense			
Income			
501 · City of Maple Plain	726,923.00	726,923.00	100.0%
502 · City of Independence	1,693,733.00	1,693,733.00	100.0%
503 · Other Income			
503 A · Burn Permits	3,515.00	1,900.00	185.0%
503 B · Copies	120.00	300.00	40.0%
503 E · Grants			
503 E1 · ICPOET	0.00	120,000.00	0.0%
Total 503 E · Grants	0.00	120,000.00	0.0%
503 F · Interest	2,833.49		
503 G · Miscellaneous	168.80		
503 I · Reimbursed OT	15,535.47	6,500.00	239.01%
503 L · Department Insurance Rebates	4,803.00		
503 O · POST Reimb./State Aid			
503 O1 · State Aid to LE	110,868.11	95,000.00	116.7%
503 O2 · POST Reimb.	9,944.30	9,000.00	110.49%
Total 503 O · POST Reimb./State Aid	120,812.41	104,000.00	116.17%
503 P · Sale of Squad Cars	4,428.00	8,000.00	55.35%
503 S · Officer Disability Ins. Reimb.	17,439.90	21,620.00	80.67%
503 V · Expense Reimbursements			
503 V2 · Health Insurance	23,744.15		
503 V3 · Other	21,049.07		
503 V4 · Vest Reimbursement	8,038.48		
503 V · Expense Reimbursements - Other	12,007.02		
Total 503 V · Expense Reimbursements	64,838.72		
Total 503 · Other Income	234,494.79	262,320.00	89.39%
505 · Grants			
505 B · ICPOET Reimbursement	18,285.04		
Total 505 · Grants	18,285.04		
Total Income	2,673,435.83	2,682,976.00	99.64%
Gross Profit			
Expense			
101 · Payroll Expenses			
Overtime	0.00	16,000.00	0.0%
101 A · Other Overtime	53,088.31		
101 B · Court Overtime	317.76		
101 C · Reimbursable Overtime	11,902.37		
101 E · Uniform Allowance	560.94		
101 H · Payroll ACH Fees	202.80		
101 I · Holiday Pay	8,892.43		
101 J · Hourly Salary	77,201.50		
101 M · Investigator Incentive	2,300.00		
101 N · Social Security	10,562.23	11,700.00	90.28%
101 O · Medicare	20,741.73	20,458.00	101.39%
101 W · DTF Incentive	3,600.00		
101 · Payroll Expenses - Other	1,324,707.20	1,439,382.00	92.03%
Total 101 · Payroll Expenses	1,514,077.27	1,487,540.00	101.78%
102 · Severance Pay	44,465.61		
103 · PERA			
103 A · WHPS PERA - Police	225,997.55		
103 B · WHPS PERA - Support Staff	13,107.98		
103 · PERA - Other	0.00	232,421.00	0.0%
Total 103 · PERA	239,105.53	232,421.00	102.88%

**West Hennepin Public Safety
Budget vs. Actual - WHPS Main Acct.**

January through December 2025

(as of 01/22/26)

	<u>Jan - Dec 25</u>	<u>Budget</u>	<u>% of Budget</u>
104 · Health Insurance			
104 A · Disability Medical Insurance	18,613.81	21,620.00	86.1%
104 B · Medical Insurance			
104 B1 · Medical COBRA	24,337.36		
104 B · Medical Insurance - Other	<u>255,406.48</u>		
Total 104 B · Medical Insurance	<u>279,743.84</u>		
104 C · Employer HSA Contributions	42,933.33		
104 D · Benefits Administration Fees	1,457.11		
104 E · Dental Insurance	15,344.63		
104 F · Life Insurance	1,643.43		
104 G · Short Term Disability	4,127.63		
104 H · Long Term Disability	7,063.12		
104 I · Post-Retirement HCSP	2,542.08		
104 · Health Insurance - Other	<u>-11,665.85</u>	<u>315,920.00</u>	<u>-3.69%</u>
Total 104 · Health Insurance	<u>361,803.13</u>	<u>337,540.00</u>	<u>107.19%</u>
105 · Uniform Expense			
105 A · Full-Time Employee	15,996.80		
105 B · Part-Time Employee	205.00		
105 C · WHPS Expense	9,607.34		
105 · Uniform Expense - Other	<u>158.98</u>	<u>12,000.00</u>	<u>1.33%</u>
Total 105 · Uniform Expense	<u>25,968.12</u>	<u>12,000.00</u>	<u>216.4%</u>
201 · Telephone	9,232.43	18,500.00	49.91%
202 · Postage	181.26	1,700.00	10.66%
203 · Office/Opr Equip Maintenance	5,787.21	9,900.00	58.46%
204 · Office/Operating Supplies	9,002.62	10,600.00	84.93%
205 · Office Rent & Cleaning	6,759.50	7,000.00	96.56%
206 · Books/Dues/Subscriptions	24,479.47	6,425.00	381.0%
207 · Utilities/Gas/Electric	12,609.71	23,100.00	54.59%
301 · Printing	790.00	2,400.00	32.92%
302 · Communications			
302 A · Computer Support			
302 A1 · RMS Fees	11,947.14		
302 A2 · IT Contracted Services/hdwr/sft	52,592.42		
302 A2a · IT Support & Fees	347.14		
302 A2b · Computer Software	913.44		
302 A2c · Computer Hardware	3,257.71		
302 A2d · Web Hosting/Email Spam Filterin	5,839.39		
302 A3 · Investigative IT Fees	2,775.59		
302 A4 · State IT Connection Fees	600.00		
302 A5 · Other Billable Services	<u>2,547.79</u>		
Total 302 A · Computer Support	<u>80,820.62</u>		
302 E · Squad Video System	2,682.00		
302 F · Radios, MDCs			
302 F1 · Rental & Repair Fees	1,228.53		
302 F1b · Portable Radio	536.04		
302 F3 · Radio Purchase	5,437.84		
302 F · Radios, MDCs - Other	<u>13,723.24</u>		
Total 302 F · Radios, MDCs	<u>20,925.65</u>		
302 · Communications - Other	<u>0.00</u>	<u>93,550.00</u>	<u>0.0%</u>
Total 302 · Communications	<u>104,428.27</u>	<u>93,550.00</u>	<u>111.63%</u>
303 · Auto Maintenance	37,730.51	22,800.00	165.49%
304 · Fuel and Oil	36,350.29	33,500.00	108.51%
306 · Insurance			
306 A · Municipal Prop/Liab, Vehicle	40,952.00		
306 B · Worker's Comp	101,821.00		
306 · Insurance - Other	<u>0.00</u>	<u>179,000.00</u>	<u>0.0%</u>
Total 306 · Insurance	<u>142,773.00</u>	<u>179,000.00</u>	<u>79.76%</u>

**West Hennepin Public Safety
Budget vs. Actual - WHPS Main Acct.**

January through December 2025

(as of 01/22/26)

	<u>Jan - Dec 25</u>	<u>Budget</u>	<u>% of Budget</u>
307 · Schools & Training			
307 A · Chief's Training			
307 A1 · Chief's Lodging	1,354.12		
307 A2 · Chief's Meals	141.38		
307 A4 · Chief's School	<u>3,046.00</u>		
Total 307 A · Chief's Training	<u>4,541.50</u>		
307 B · Officer Training			
307 B1 · Officer Lodging	2,228.93		
307 B2 · Officer Meals	1,021.76		
307 B3 · Officer Mileage	268.80		
307 B4 · Officer Schools	<u>24,581.55</u>		
Total 307 B · Officer Training	<u>28,101.04</u>		
307 E · Support Staff Training			
307 E1 · Support Staff Lodging	263.47		
307 E3 · Support Staff Mileage	52.99		
307 E4 · Support Staff Schools	174.00		
307 E · Support Staff Training - Other	<u>100.00</u>		
Total 307 E · Support Staff Training	<u>590.46</u>		
307 F · Wellness Program	4,034.70		
307 · Schools & Training - Other	<u>0.00</u>	<u>35,800.00</u>	<u>0.0%</u>
Total 307 · Schools & Training	<u>37,267.70</u>	<u>35,800.00</u>	<u>104.1%</u>
308 · Audit	15,400.00	13,000.00	118.46%
401 · Office Equipment	2,251.04	8,500.00	26.48%
402 · Capital Improvement Plan	84,764.68	125,000.00	67.81%
403 · Equipment			
403 C · Ticketwriter & RMS Hardware	307.00		
403 D · Squad MDC	8,265.60		
403 F · Firearms	6,605.89		
403 G · Misc Equipment	880.28		
403 H · Squad Equipment	3,060.59		
403 I · Civil Unrest/Less-Lethal Suppli	32.18		
403 J · Body camera	857.00		
403 · Equipment - Other	<u>1,459.90</u>	<u>17,400.00</u>	<u>8.39%</u>
Total 403 · Equipment	<u>21,468.44</u>	<u>17,400.00</u>	<u>123.38%</u>
404 · Contingency Fund	27,373.60		
601 · Reserve Program			
601 B · Training	100.00		
601 D · Uniform	3,125.74		
601 F · Equipment	146.00		
601 · Reserve Program - Other	<u>0.00</u>	<u>2,800.00</u>	<u>0.0%</u>
Total 601 · Reserve Program	<u>3,371.74</u>	<u>2,800.00</u>	<u>120.42%</u>
602 · Comm. Ed	1,292.74	1,000.00	129.27%
604 · Uncategorized Expenses	3,292.27		
608 · Citizens Academy	0.00	1,500.00	0.0%
609 · Community Policing	735.44		
611 · Grant Expenses			
611 A · ICPOET	<u>1,878.89</u>		
Total 611 · Grant Expenses	<u>1,878.89</u>		
Total Expense	<u>2,774,640.47</u>	<u>2,682,976.00</u>	<u>103.42%</u>
Net Ordinary Income	<u>-101,204.64</u>	<u>0.00</u>	<u>100.0%</u>
Net Income	<u>-101,204.64</u>	<u>0.00</u>	<u>100.0%</u>

West Hennepin Public Safety
Budget vs. Actual - Crime Prevention
December 2025

	Dec '25
Ordinary Income/Expense	
Income	
501 · City of Maple Plain	0.00
502 · City of Independence	0.00
503 · Other Income	22,834.28
Total Income	22,834.28
Gross Profit	22,834.28
Expense	
101 · Payroll Expenses	0.00
103 · PERA	0.00
104 · Health Insurance	0.00
105 · Uniform Expense	0.00
201 · Telephone	0.00
202 · Postage	0.00
203 · Office/Opr Equip Maintenance	0.00
204 · Office/Operating Supplies	1,258.95
205 · Office Rent & Cleaning	0.00
206 · Books/Dues/Subscriptions	0.00
207 · Utilities/Gas/Electric	0.00
301 · Printing	85.00
302 · Communications	0.00
303 · Auto Maintenance	0.00
304 · Fuel and Oil	0.00
306 · Insurance	0.00
307 · Schools & Training	0.00
308 · Audit	0.00
401 · Office Equipment	0.00
402 · Capital Improvement Plan	0.00
403 · Equipment	6,616.95
404 · Contingency Fund	0.00
601 · Reserve Program	0.00
602 · Comm. Ed	0.00
604 · Uncategorized Expenses	50.00
607 · DWI Forfeiture Expense	352.70
608 · Citizens Academy	0.00
609 · Community Policing	0.00
Total Expense	8,363.60
Beginning Balance	3,468.24
Ending Balance	17,938.92

**West Hennepin Public Safety
Forfeiture Fund**
December 2025

	JUSTICE FUNDS	TREASURY FUNDS
	Dec '25	Dec '25
Ordinary Income/Expense		
Income		
501 · City of Maple Plain	0.00	0.00
502 · City of Independence	0.00	0.00
503 · Other Income	10,238.22	0.00
 Total Income	 10,238.22	 0.00
Gross Profit	 10,238.22	 0.00
Expense		
101 · Payroll Expenses	0.00	0.00
103 · PERA	0.00	0.00
104 · Health Insurance	0.00	0.00
105 · Uniform Expense	0.00	0.00
201 · Telephone	0.00	0.00
202 · Postage	0.00	0.00
203 · Office/Opr Equip Maintenance	0.00	0.00
204 · Office/Operating Supplies	0.00	0.00
205 · Office Rent & Cleaning	0.00	0.00
206 · Books/Dues/Subscriptions	0.00	0.00
207 · Utilities/Gas/Electric	0.00	0.00
301 · Printing	0.00	0.00
302 · Communications	0.00	0.00
303 · Auto Maintenance	1,560.66	0.00
304 · Fuel and Oil	0.00	0.00
306 · Insurance	0.00	0.00
307 · Schools & Training	0.00	0.00
308 · Audit	0.00	0.00
401 · Office Equipment	0.00	0.00
402 · Capital Improvement Plan	37,869.06	0.00
403 · Equipment	0.00	0.00
601 · Reserve Program	0.00	0.00
608 · Citizens Academy	0.00	0.00
 Total Expense	 39,429.72	 0.00
Net Ordinary Income	 -29,191.50	 0.00
 Beginning Balance	 173,845.87	 20,369.74
 Ending Balance	 144,654.37	 20,369.74 = 165,024.11

**West Hennepin Public Safety
Budget vs. Actual - Reserves
December 2025**

	Dec '25
Ordinary Income/Expense	
Income	
501 · City of Maple Plain	0.00
502 · City of Independence	0.00
503 · Other Income	<u>1,054.63</u>
Total Income	<u>1,054.63</u>
Gross Profit	<u>1,054.63</u>
Expense	
101 · Payroll Expenses	0.00
103 · PERA	0.00
104 · Health Insurance	0.00
105 · Uniform Expense	0.00
201 · Telephone	0.00
202 · Postage	0.00
203 · Office/Opr Equip Maintenance	0.00
204 · Office/Operating Supplies	0.00
205 · Office Rent & Cleaning	0.00
206 · Books/Dues/Subscriptions	0.00
207 · Utilities/Gas/Electric	0.00
301 · Printing	0.00
302 · Communications	0.00
303 · Auto Maintenance	0.00
304 · Fuel and Oil	0.00
306 · Insurance	0.00
307 · Schools & Training	0.00
308 · Audit	0.00
401 · Office Equipment	0.00
402 · Capital Improvement Plan	0.00
403 · Equipment	0.00
404 · Contingency Fund	0.00
601 · Reserve Program	2,179.22
602 · Comm. Ed	0.00
607 · DWI Forfeiture Expense	0.00
608 · Citizens Academy	0.00
609 · Community Policing	<u>0.00</u>
Total Expense	<u>2,179.22</u>
Beginning Balance	
	<u>1,848.00</u>
Ending Balance	
	<u>723.41</u>

West Hennepin Public Safety
Capital Outlay Fund Report
December 2025

Dec '25

Ordinary Income/Expense

Income

Monthly requisitions

January - November 11 mo @ \$10,417.00) 114,587.00

December 10,413.00

Total Income

125,000.00

Gross Profit

125,000.00

Expense

2/11, graphics, squad 81, '24 Silverado 1,295.00

2/11, squad build, squad 81, '24 Silverado 16,043.74

2/20, squad build, squad 79, '23 Tahoe 13,756.94

2/25, upgrades, squad 76 1,007.84

3/19, squad 79 GETAC laptop 4,132.80

3/19, squad 82 GEAC laptop 4,132.80

4/11, squad 74 graphics 1,850.00

4/11, squad 76 graphics 709.00

4/11, squad 79 graphics 709.00

4/11, squad 82 graphics 735.25

5/19, purchased squad 82, '24 Chevy Silverady 51,527.88

6/18, squad 82 build 16,430.48

6/18, squad 76 power surge diagnostic & repair 996.05

6/18, squad 82 badge unit number 42.50

Total Expense

113,369.28

Beginning Balance

95,080.54

Net Ordinary Income

125,000.00

Total Expense

113,369.28

Ending Balance

106,711.26

West Hennepin Public Safety
Severance Fund Report
December 2025

	Dec '25
Ordinary Income/Expense	
Income	
501 · City of Maple Plain	0.00
502 · City of Independence	0.00
503 · Other Income	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
4/30/25, Gary Kroells	37,805.36
8/15/25, Cody Thompson	6,660.25
Total Expense	44,465.61
Net Ordinary Income	-44,465.61
Beginning Balance	78,886.95
Ending Balance	34,421.34

**West Hennepin Public Safety
State Public Safety Aid Report
December 2025**

Dec '25

Ordinary Income/Expense

Income

2/29/24 · City of Maple Plain	59,236.00
2/29/24 · City of Independence	130,852.00
Total Income	190,088.00

2024 Expenses	23,171.26
2025 Expenses	0.00
12/31/25, 11th officer expenses in 2025	99,885.78

Total Expenses	123,057.04
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Ending Balance	67,030.96
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WEST HENNEPIN PUBLIC SAFETY DEPARTMENT
VACATION/COMP TIME HOURS

December 2025

EMPLOYEE	POSSIBLE ANNUAL VAC HRS	ACCRUED VACATION	ACCRUED COMP	TOTAL HOURS	\$ AMOUNT
BEN ANDERSON	200	200.12	43.25	243.37	12,888.88
KIM CURTIS	200	191.64	0.00	191.64	8,071.88
MATT DUROSE	160	139.00		139.00	10,294.34
KAYLEN DWINELL	80	104.89	25.00	129.89	5,470.97
SHAWN EBELING	200	147.76	40.68	188.44	11,773.73
NICK ELDRED	80	122.60	77.75	200.35	9,825.16
AVERY FREEMAN	80	33.98	38.25	72.23	2,985.99
JON HOWES	200	257.96	19.50	277.46	17,335.70
DAN LUETH	120	88.00	39.00	127.00	6,228.08
BEN RASKIN	200	200.87	121.00	321.87	17,046.24
MASON SPLICHAH	80	19.98	3.75	23.73	882.28
MICAH VORDERBRUGGEN	80	72.30	39.75	112.05	4,632.15
LANCE ZILLES	160	160.66	40.25	200.91	10,147.96
TOTAL		1,739.76	488.18	2,227.94	\$ 117,583.35

<i>Maple Plain</i>	30.75%	36,156.88
<i>Independence</i>	69.25%	81,426.47
		117,583.35

NOTE: Comp time is figured on required annual hours and might fluctuate from scheduling.

WEST HENNEPIN PUBLIC SAFETY DEPARTMENT
ACCUMULATED SICK TIME

December 2025

EMPLOYEE	SICK HRS	TOTAL SICK	1/3 SICK	1/2 SICK
Ben Anderson	722.00	38,237.12		19,118.56
Kim Curtis	800.00	33,696.00		16,848.00
Matt DuRose	96.00	7,109.76	2,367.55	
Kaylen Dwinell	39.00	1,642.68	547.01	
Shawn Ebeling	549.50	30,870.91	10,280.01	
Nick Eldred	186.00	9,121.44	3,037.44	
Avery Freeman	120.00	4,960.80	1,651.95	
Jon Howes	685.00	42,798.80		21,399.40
Dan Lueth	112.00	5,492.48	1,829.00	
Matt Peterson	4.00	176.40		
Ben Raskin	960.00	50,841.60		25,420.80
Mason Splichal	24.00	892.32	297.14	
Micah Vorderbruggen	109.50	4,526.73	1,507.40	
Lance Zilles	728.50	36,796.54	12,253.25	
TOTAL	5,135.50	267,163.58	33,770.75	82,786.76

Total Sick: 116,557.51

Maple Plain	30.75%	35,841.43
Independence	69.25%	80,716.07

Severance as of December 1, 2025: \$41,081.59
Severance as of December 31, 2025: \$34,421.34

Severance is currently funded at: 29.53%

NOTE: 960 HRS IS THE MOST THAT CAN BE ACCUMULATED FOR SEVERANCE.

DATE: 01/21/2026

TO: Chief DuRose
FROM: Officer Nick Eldred
RE: Request for Approval – COMP and Vacation Time Carry-Over into 2026



Chief DuRose,

I am respectfully submitting this memorandum to formally request approval to carry forward compensatory time (COMP) and vacation hours into the 2026 calendar year in excess of the standard carry-over limits.

As of year-end 2025, my projected leave balances are as follows:

- **Compensatory Time:** 77 hours (standard maximum carry-over: 40 hours)
- **Vacation Time:** 122 hours (standard maximum carry-over: 80 hours)

The excess accumulation of these hours was not the result of discretionary scheduling, but rather operational and staffing challenges. Throughout 2025, the department experienced sustained staffing shortages related to retirements, extended medical and light-duty assignments, and leadership transitions. During this time, I served as one of the department's primary Field Training Officers, training Officers Freeman and Splichal. The COMP time earned during this period was limited to the standard two hours per FTO training shift and was necessary to meet departmental training and operational needs.

Despite efforts by supervision to manage COMP accrual through schedule adjustments and workload redistribution, the demands of the year made it unavoidable that my balances exceeded the established caps. I believe these circumstances clearly support the request to allow this carry-over as a controlled and temporary liability for the department.

Looking ahead to 2026, I have a clear plan to responsibly utilize and reduce these balances.

During the first quarter of 2026, I have the following previously scheduled and approved leave:

- **February 27 through March 8, 2026:** Family cruise
- **March 23 through March 31, 2026:** Family trip to Arizona to visit my parents

These planned absences will significantly reduce both my vacation and COMP balances early in the year. Additionally, I will continue to work closely with supervision to further reduce accrued time through proactive scheduling and operational flexibility as staffing stabilizes.

I appreciate your consideration of this request. Please let me know if any additional information or clarification would be helpful.

Respectfully,

A handwritten signature in blue ink, appearing to read "Nick Eldred" followed by a date or code "1/22".

Officer Nick Eldred #112
West Hennepin Public Safety

****This is an excerpt from an email received from Sgt Howes on December 3, 2025 requesting some personal items.**

From: Jonny Howes <jonnydelano@outlook.com>
Sent: Wednesday, December 3, 2025 6:07 PM
To: Matthew DuRose <mdurose@westhennepin.com>
Subject: Request for Items

Chief Matt DuRose,

Due to being placed on administrative leave, I was unable to use my scheduled vacation time for 2025. As noted in your email, my current vacation balance stands at 257.96 hours, which exceeds the maximum allowable limit by 57.96 hours. I respectfully request that the full 57.96 hours be paid out at straight time by check, thereby reducing my balance to the permitted 200-hour maximum.

Please let me know if you require any further information or documentation. **Thank you, I appreciate it.**

Sincerely,

Jonny Howes



WEST HENNEPIN PUBLIC SAFETY DEPARTMENT

1918 County Road 90

Maple Plain, MN 55359

Phone (763) 479-0500, Fax (763) 479-0504

www.westhennepin.com

DATE: 12/15/2025

TO: Director DuRose

FROM: Officer Raskin

SUBJECT: Compensation Time Carry Over Request.

I am requesting to carry over my excess compensation time from the year 2025 into 2026. It is projected I will have 81 hours over the allotted amount. This is due to fall training and Field Training Officer shifts where I accrued hours. I was able to use my vacation hours and have them within the allotted carry over amount. However, with Officers leaving the organization, injuries and training requirements, I was unable to use more compensation time.

V/r,

A handwritten signature in black ink, appearing to read "B Raskin".

Patrol Officer Ben Raskin
119

WEST HENNEPIN PUBLIC SAFETY DEPARTMENT
1918 County Road 90
Maple Plain, MN 55359
Phone (763) 479-0500, Fax (763) 479-0504
www.westhennepin.com



DATE: December 9th, 2025
TO: Director Matt DuRose
FROM: Kaylen Dwinell
SUBJECT: 2025 Vacation Hours

I am requesting to carry over my 2025 vacation hours into 2026 for further time off for a scheduled vacation in February. Total hours requested to carry over is 52.39 hours. I will be using 56 hours of my vacation time in February, bringing me below my 80 hour annual maximum.

Actual average of 25 hours at year-end.
MWD



Please join us for West Hennepin Public Safety's Recognition Ceremony where we will recognize the outstanding service of our staff.

Date: Monday, February 2

Time: 6:00pm

Location: The Community Room at Independence City Hall
1920 County Road 90
Independence, MN 55359

Program Highlights:

- Formal Oath of Office for Officers Micah Vorderbruggen, Dan Lueth, and Avery Freeman
- Formal Oath of Office for Sergeant Shawn Ebeling
- Years of service recognition
- West Hennepin Public Safety 2025 Year in Review
- Special Remarks from Department and Police Commission Leadership

Cake and refreshments will be served.

Mission:

To protect and serve the citizens of Maple Plain and Independence in a professional and compassionate manner.

Values:

Honor Courage Common Sense Respect & Dignity Loyalty Fairness Trust

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Compliance Report

Jurisdiction: West Hennepin Public Safety Department
Report Year: 2026
Case:1 - Shared (Jur and MMB)

Contact:	Name	Title	Phone	Email
General Mail		N/A		westhennepin@westhennepin.com
Kim Curtis	Admin. Asst.	763-479-0500		kcurtis@westhennepin.com
Matt DuRose	Police Chief	763-479-0500		mdurose@westhennepin.com

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity Report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the guidebook.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	6	1	0	7
# Employees	12	2	0	14
Avg.Max Monthly Pay Per Employee	109,475.50	87,601.00		106,350.57

II. STATISTICAL ANALYSIS TEST

A. UNDERPAYMENT RATIO = 33.33 *

	Male Classes	Female Classes
a. # at or above Predicted Pay	4	0
b. # Below Predicted Pay	2	1
c. TOTAL	6	1
d. % Below Predicted Pay (b divided by c = d)	33.33	100.00

**(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)*

B. T-test Results

Degrees of Freedom (DF) = 12	Value of T = 5.181
------------------------------	--------------------

- a. Avg.diff.in pay from predicted pay for male jobs = (\$103)
- b. Avg.diff.in pay from predicted pay for female jobs = (\$11,041)

III. SALARY RANGE TEST = 80.00% (Result is A divided by B)

- A. Avg.# of years to max salary for male jobs = 4.00
- B. Avg.# of years to max salary for female jobs = 5.00

IV. EXCEPTIONAL SERVICE PAY TEST = 0.00% (Result is B divided by A)

- A. % of male classes receiving ESP 33.33 *
- B. % of female classes receiving ESP 0.00

**(If 20% or less, test result will be 0.00)*

Employees	Title	Male	Female	Points	Min Sal	Max Sal	Yrs	
							to	Except'l
							Max	Srv
Kim/Kaylen	Admin Assistant	0	1	238	64970	87601	5	
Matt P	Police Officer/PT	1	0	254	75464	91728	4	
Nick, Avery, Dan, Ben R, Mason, Micah	Police Officer	6	0	254	77327	101992	4	Longevity
Ben A	Police Detective	1	0	297	80928	105592	4	
Lance	Special Agent	1	0	297	80928	105592	4	
Shawn/Jon	Police Sergeant	2	0	362	108780	122686	4	Longevity
Matt D	Police Captain	1	0	529	145433	153470	4	

[Home](#)[Utilities](#)[Go To](#)[Log Out](#)**Pay Equity Implementation Form**

Information entered on this page is not submitted until you click "sign and submit." This page may be printed and shared with your governing body for approval. After you receive approval, you will need to come back to this page, complete the necessary information, then click "sign and submit."

Part A: Jurisdiction Identification

Jurisdiction: West Hennepin Public Safety Department

Jurisdiction Type: OTH - Other

Maple Plain

Contact:	Name	Title	Phone	Email
General Mail			N/A	westhennepin@westhennepin.com
Kim Curtis	Admin. Asst.		763-479-0500	kcurtis@westhennepin.com
Matt DuRose	Police Chief		763-479-0500	mdurose@westhennepin.com

Part B: Official Verification

1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.
The system used was: State Job Match

3. An official notice has been posted at:

break room
(prominent location) (*less than 60 characters)

informing employees that the Pay equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

West Hennepin Public Safety Police Commission

(governing body) (*less than 60 characters)

Julie Maas-Kuske

(chief elected official)(*less than 60 characters)

Police Commission Chair

(title) (*less than 60 characters)

Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

2. Health Insurance benefits for male and female classes of comparable value have been evaluated and

There is no difference and female classes are not at disadvantage.

Part C: Total Payroll

1514077 is the annual payroll for the calendar year just ended December 31.

[Save Changes](#)[Sign & Submit](#)[Return to Test Results](#)