



MINNESOTA POLICE AND PEACE OFFICERS ASSOCIATION

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FOR IMMEDIATE RELEASE
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MPPOA releases 2024 membership survey results

Results show beliefs and concerns of public safety officers in Minnesota

(St. Paul, Minn.) -- The Minnesota Police and Peace Officers Association is the largest organization representing police and peace officers in Minnesota. Our 10,600 rank-and-file members are police officers, deputy sheriffs, dispatchers, correctional officers, conservation officers, and more. In early February 2024, we send an anonymous electronic survey to our entire Minnesota active-duty membership. We received 1,241 responses before we stopped the survey on February 18th when the Burnsville tragedy happened. We are sharing the results with MPPOA members, the media, and legislators to provide insights on the beliefs and concerns of public safety officers in Minnesota.

TOPLINE RESULTS:

- 98% of Minnesota's police officers said they are somewhat, very, or extremely concerned about recruitment and retention issues in the profession of law enforcement.
- 98% of officers said they are somewhat, very, or extremely concerned about risk of prosecution for on-duty actions. (90% said very or extremely concerned. 69% said extremely concerned.)
- 80% of respondents are unlikely or very unlikely to recommend the profession to a family member. This best reflects the lack of morale and perspective on the profession.
- To best address recruitment and retention, the most popular answer – with nearly half of the responses – is “support from political and municipal leaders.” This answer (45%) surpassed higher compensation and bonuses (31%).
- Nearly 65% of respondents indicated “holding prosecutors accountable for charging decisions” as the most important priority for this legislative session.

MPPOA Executive Director Brian Peters said, **“Minnesota’s law enforcement profession is in both a morale and recruitment and retention crisis. Rank and file officers are asking for – and need – community and political leader support. This means recognizing the dangerous work they do every day – not just in a tragedy. Additional support is needed with compensation, benefits, and more to meet the growing demands of the profession. In addition, police want the law consistently applied to offenders, less bias headlines, and less reckless political rhetoric.”**

A summary memo of the full results is below, [and raw data can be found here](#).



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2024 MPPOA MEMBERSHIP SURVEY RESULTS SUMMARY

DEMOGRAPHIC QUESTIONS:

Question 1: Please select your current position:

RESULTS:

- Police officer or sheriff deputy: 84.69%
- Other: 7.6% (mostly conservation officers, state patrol, which could be considered police officers)
- Correctional officer: 2.42%
- Administrative professional: 0.48%
- CLEO 3.38%

FINDINGS:

- The vast majority of respondents are police officers or sheriffs - those who are on patrol/most interfacing with the public.

Question 2: Location of your work:

RESULTS:

- Greater Minnesota (rural): 30.53%
- Twin Cities urban metro: 29.64%
- Metro suburban 28.11%
- Large regional center (Duluth, St. Cloud, Rochester, etc.): 11.71%

FINDINGS:

- With the exception of large regional centers, respondents are evenly divided geographically.

Question 3: Age range

RESULTS:

- 41-50: 36.91%
- 31-40: 29.09%
- 51-60: 22.16%
- 21-30: 9.19%
- 61+: 2.66%

FINDINGS:

- Respondents were split among regular age groups in the profession.



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Question 4: How concerned are you with these challenges facing the profession of law enforcement today in Minnesota? (Select a ranking 1-5)

RESULTS:

- Recruitment and retention: 57% are 5 “extremely concerned” and 32% are 4 “very concerned” for a total of 89% being 4 very or 5 extremely concerned. Including “somewhat concerned” put the total to 98%. The weighted average is 4.44.
- Risk of prosecution for on-duty actions: 69% are 5 “extremely concerned” and 22% 4 “very concerned” for a total of 91% being 4 very or 5 extremely concerned. Including “somewhat concerned” put the total to 98%. The weighted average is 4.58.
- Similar concerns were measured for media coverage of police issues (4.35 weighted average), increased violent crime (4.18), and officer wellness and moral (weighted average of 4.12)

FINDINGS:

- There is high intensity to these concerns across the board - a majority of respondents indicated that they are "extremely concerned" in every single category.
- Comments largely consisted of concern about political decisions and politician lack of support, as well as concerns about recruitment and retention

Question 5: Every officer faces the risk of being hurt or killed in the line of duty. How often do you experience anxiety or stress about that risk?

RESULTS:

- Less than once a month: 29%
- A few times a month: 22%
- A few times a week: 14%
- Once a month: 12%
- Every day: 11%

Question 6: Would you recommend law enforcement to your son or daughter as a profession?

RESULTS:

- Very unlikely: 55%
- Unlikely: 25%
- Neither likely or unlikely: 12%
- Likely: 5%
- Very likely: 3%

FINDINGS:

- 80% of respondents wouldn't recommend the profession to a family member (very unlikely and unlikely). This best reflects the lack of morale and their perspective on the profession, this speaks volumes above all else in the survey.



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Question 7: Which item would help most to address the recruitment and retention issues? (Select one).

RESULTS:

- 45% Support from political and municipal leaders for the profession
- 31% higher compensation, retention bonuses, and benefits
- 10% pension and retiree incentives
- 11% other
- 2% “Pathways to Policing” model

FINDINGS:

- To best address recruitment and retention, the most popular response – with nearly half of the responses – is “support from political and municipal leaders.” This answer bested higher compensation and pay, etc.
- Comments included great support for “all of the above.”

Question 8: MPPOA is the voice of law enforcement in the media and at the Capitol. What issues do you think they should prioritize most when working at the Capitol? (Select 1-5)

RESULTS:

- “Maintaining a healthy pension” was the top issue with a weighted score of 4.46.
- “Legislation to hold prosecutors accountable for charging decisions” was next highest with a weighted score of 4.43.
- “Ensuring criminal statutes are enhanced to address repeat criminals” received a weighted score of 4.09.
- “Addressing recruitment and retention issues through education and financial resource issues” received a weighted score of 3.72.
- “Clarification of School Resource Officer” language received a weighted score of 3.48.

FINDINGS:

- Nearly 65% of respondents indicated holding prosecutors accountable for charging decisions as the most important priority for this session. This was the answer with the most intensity, followed by maintaining a healthy pension.

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The Minnesota Police and Peace Officers Association is the largest organization representing police and peace officers in Minnesota.

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