



Police Department Security Plan Review For Alcohol Establishments and Extended Hours Licenses

THIS PORTION TO BE COMPLETED BY APPLICANT

Name of Establishment: Willow Grays Saloon Address: 315 N 1st ave
Contact Person: Greg Urban Phone Number: 651-248-9830

1. Contact your Precinct Commander to schedule a meeting.
2. You must include copies of your License Application (Form 1), Business Plan (Form 7) and Security Plan (Form 9) with this form.

THIS PORTION TO BE COMPLETED BY MPD

Listed below are recommendations discussed by the Minneapolis Police Department and the License Applicant which are applicable to the proposed business operations. All items checked should be added into the Security Plan portion of your Business Plan document for submittal with your license application.

- ☒ The licensee shall provide sufficient staff devoted exclusively to security related duties to protect the well being and safety of patrons, employees and the general public. The security staff shall be distinctly clothed to make their appearance and function easily recognizable.
- ☒ The licensee shall designate an employee as head of the security staff. The designated employee may be the onsite manager.
- ☒ The licensee shall provide a plan that discusses how they will prevent over occupancy at their establishment. **Max Occupancy 796*
- ☒ The licensee shall provide a mobile phone number to the appropriate Police Precinct for prompt communication in the event of a disturbance.
- ☒ Security staff shall be utilized to ensure that patrons who have exited the premises and others do not loiter on the public sidewalk or the licensee's parking areas.
- ☒ The licensee shall compile, maintain and enforce a "do not admit" list to prevent reoccurrence of disturbances by known persons. This list shall be shared with Minneapolis Business Licenses and the Minneapolis Police Department upon request.
- ☒ All persons seeking to gain entrance to the establishment after 9:00 p.m., or after established Hennepin County curfew times, shall be required to present legitimate identification as a condition of entrance.
- ☒ Upon request, the licensee shall meet representatives of the City of Minneapolis to discuss any safety, security or operational concerns.
- ☐ See the attached Precinct Security Checklist.
- ☒ Additional Comments: See Attached Security / Noise Management Plans

Police Dept. Representative Lt. Bill Peters Signature Lt. Bill Peters Badge # 556 Date 10/29/2018
Applicant Signature _____ Date _____

The Minneapolis Police Department does not approve security plans or endorse license applicants or applications.

A. Alcohol server training plan

1. We have not yet selected a trainer but this will be completed prior to opening and on a yearly basis thereafter.
2. The topics that the selected trainer will cover will include: Verification of ID's/ age, Signs of impairment, Solutions to handle impaired persons, If/ when/ how a impaired person should be removed.
3. We will have one company meeting prior to opening and then yearly thereafter. Newly hired people will be given an interim training within 30 days of hire.
4. Persons appearing under the age of 30 will be carded.
5. Employees found to have served a minor will receive discipline of no less than a 2 week suspension on the first offence and will be terminated for a 2nd offence.
6. We will conduct in house underage buys to determine the compliance of our personnel

B. Police department security plan.

1. We will provide in house dedicated security personnel during all hours we are open for business and will plan to have a minimum of 1 security person per 100 patrons based on expected crowd for the night. We feel crowds will be similar on a week to week basis with seasonal fluctuations making this approach an appropriate method. Security staff will wear a shirt with a company logo on the front and "security" on the rear. Security will be stationed at designated locations so the entire building has coverage as well as security personnel working the door to check ID's. Security will have radios to allow communication as needed. We also plan to explore hiring off duty police officers as we have found them to be a great deterrent to bad behavior at our other locations.
2. We will name a head of security prior to opening. We believe this position will go to Sean Johnson. Mr. Johnson worked as the head of security at Toby Keith's bar in St Louis Park MN. Toby Keith's bar had a similar concept and target demographic. It was a larger venue and had a higher occupancy. Should Mr Johnson accept this position as we expect he will bring great experience to the table.
3. On nights where a crowd at or near capacity is expected we will use "clickers" to monitor occupancy.
4. I can be reached anytime at 6512489830. I can also be reached via email at gurban@urbancompaniesusa.com
5. We do not have a parking lot but will encourage patrons to move from the adjacent sidewalk to the extent we are legally allowed to do so.
6. We will maintain a do not admit list of patrons who we are able to establish the identity of. These people will also be trespassed as needed.
7. ID's will be checked of all guests appearing to be under 30 years old entering the building
8. We are happy to meet with officials as needed
9. Additional info: we do not anticipate our target demographic to cause trouble. In addition we will have a strict dress code posted at the entrance which will among other things ban weapons and gang apparel.
10. We are planning to be open Thursday – Saturday from 7PM- 2AM. Thursdays will be 18+ and Friday and Saturday will be 21+. On 18+ nights door staff will place large X's on the hands of anyone under 21 years old. Patrons 21 years or older will receive a wrist band. Bartenders will be trained to ensure every patron served has received a wristband as well as to look for any

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indication the wristband has been tampered with. Minors caught washing off x's or found in possession of or under the influence of alcohol will be asked to leave the premises. Security personnel on these nights will be watching for any suspicion of minors removing x's, consuming or under the influence of alcohol or having a wristband that appears to be tampered with. No reentry will be allowed for patrons under 21 years old. Hours and age limits are subject to change for special events or as business opportunities arise.

11. Door staff: Door staff will be trained to ID, as well as enforce the dress code, monitor for and deny entry to any patrons overly intoxicated. We will also deny entry to any individual that smells of marijuana or any other illegal drug. The dress code will be posted at the door and will clearly state that we have the right to refuse entry/ service to anyone.
12. Should it become necessary for a patron to be removed we will ask the patron to leave. Should this approach not be effective we will contact law enforcement to remove the patron. Our staff will only physically remove a patron only if the patrons immediate removal is needed to protect the safety of themselves or others. Only in the event of injury to others would we consider detaining an individual due to liability it can create. Our staff will not pursue anyone for any reason once they have reached the exit. We will also not investigate any instances of theft or crime reported by a patron and rather refer them to law enforcement. Our staff will be trained that they are not above the law and any unnecessary force against a patron will result in termination as well as possible criminal charges.
13. Security cameras will be located in various common areas of the venue as well as at the main entrance.
14. Incident logs will be maintained for any event that causes injury or damage to property
15. We will have no parking lot so our only area of concern for loitering is the adjacent sidewalk. Staff will kindly ask patrons not to loiter or block the sidewalk. Staff will be trained of their limited rights to enforce such rules on public property but will ask patrons to voluntarily comply. The building lights provide great lighting of the adjacent sidewalk.
16. We will not use valet services.
17. Should party buses arrive we will ask them to quickly load and unload as to not block the street. Any patrons appearing overly intoxicated will be denied entry
18. Emergencies: In the event of emergency law enforcement will be called immediately. Security staff will be knowledgeable of the location of emergency exits and will guide patrons from the building. DJ's will also use the sound system to notify patrons of such an emergency.
19. Security plan effectiveness and updates. This plan will be updated as needed. In addition to our yearly company meeting which addresses all topics the head of security will have informal meetings with staff as needed to update them on changes of policy or concerns as to where improvement is needed and how it will be implemented.

Noise management plan

1. Because of our location in an entertainment district with no nearby residential and the fact we will not have a patio at the given time we do not expect noise to be an issue. Should a complaint be received it will be handled as needed. Alcohol service will be ended at 2AM and lights will be turned on and music will be turned off. Shortly there after we begin asking patrons to make their way towards the exit.
20. Entertainment

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1. Our entertainment will be primarily music by DJ's and bands. We will also have a dance floor. In addition we may have other periodic special events such as wrestling or comedy.
2. My initial thoughts on hours are 7pm- 2am Thursday thru Saturday. This could change as I better understand the downtown Minneapolis business climate.
3. My country concept attracts patrons of all ages with the crowd becoming younger later at night.
21. Community impact plan
 1. I believe my business will have a positive impact on downtown. My country concept will draw quality patrons into downtown who will have a low likelihood of causing issues. Our staff will be sufficient to deter and react as needed to any potential issues.
 2. We will maintain an orderly appearance. We will clean our sidewalk nightly on the nights we are open. The property owner also has a maintenance staff that will keep things clean on the days we are not open as the building has other tenants. We will have no other areas of concern besides the sidewalk as the building is built to the lot lines.
 3. My other locations sponsor a variety of teams and causes which are evaluated on a case by case basis.
22. Hours of operation
 1. We plan to be open Thursday – Saturday 7pm-2am. This could change as we better understand the downtown business climate. The hours will also change for special events.
 2. At the present time we will NOT have a patio
23. 1. Food menu included as an attachment
 3. We plan to have food service until 11PM.
 4. Staffing for the kitchen will be based on volume. We anticipate one person in the kitchen will be sufficient.
 5. Kitchen equipment will be the same as existing which includes a stove, oven, work tables, 3 compartment sink.
24. Charitable gaming
 1. At the current time we do not plan to have charitable gambling. This may change.
25. Applicants experience
 1. I, Greg Urban, Have experience in numerous businesses. These range from construction to hospitality. My construction company has been in business for 16 years and is licensed in Minneapolis and performs numerous city contracts for the city each year. I have 2 other night club locations which I have owner for over 4 years. These other night clubs are very similar in concept to what is being proposed here. I am familiar with all portions of the business and personally take the same responsible vendor classes my employees do. I am also a current Vadnais Heights, MN city council member and prior to that I served 9 years on the city planning commission. This experience gives me great understanding of the expectations placed on me as as to how I need to fit into the community and make my business a positive for the surrounding area.
26. Promoters
 1. We do not work with promoters. All promotion is done in house.
27. Advertising
 1. Our advertising will consist of online and radio. Online we will have our website as well as facebook, twitter, Instagram.

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