

**LAW ENFORCEMENT
TECHNOLOGY**

Collaborating on crime-solving tools

WEAR THE BADGE PODCAST

A new way to reach the next generation

SUICIDE CALLS

Debating law enforcement's response

MINNESOTA

Police Chief

Volume 40, No. 1 | Spring 2020

COVID-19

PLANNING. PREPARING. PROTECTING.



FACE SHIELDS



TEMPERATURE
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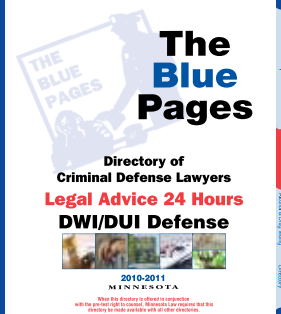


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Contents

SPRING 2020

PLANNING. PREPARING. PROTECTING.

As law enforcement leaders face new challenges and complexities caused by COVID-19, additional support is needed on a variety of levels. In this issue, discover some of the tools that are helping CLEOs prepare, plan and protect during this global pandemic. **PAGE 10**

FEATURES

16 LAW ENFORCEMENT TECHNOLOGY

Collaborating on crime-solving tools

Accessing data and information is critical in solving crimes. Law enforcement officers and technologists are collaborating to better understand officers' needs to create the next crime-solving tools.

20 THE NEXT GENERATION OF POLICE OFFICERS

Scholarship winners share why they want to protect and serve

The *Wear the Badge Scholarship* program provides academic support to students pursuing law enforcement as a career. Meet the inaugural class of scholarship recipients.

24 WEAR THE BADGE PODCAST

A new way to reach the next generation

MCPA introduces the next phase of *Wear the Badge*. A new podcast expands audience reach and delves into the challenges surrounding recruitment and retention.

IN THIS ISSUE

- 6 President's Perspective**
Reaching our goals
- 8 Chaplain's Message**
Continuity of Operations
- 14 Deadly Force Encounters Working**
Recommendations & action steps
- 17 Foundation Updates**
Connecting police with community resources, new board member
- 26 Training Overview**
MCPA's CLEO and Command offers interactive leadership training
- 30 Ad Index**

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MNchiefs.org

NEW: *Using Data to Fight Human Trafficking*

NEW: *Critical Issues Forum: Law Enforcement Response to Suicide Calls*

NEW: *Complaint Handling & the Discipline Process Leadership Training*



The 2019 Critical Issues Forum, *Suicide Calls: Debating How Best to Respond to People in Crisis*, drew more than 200 law enforcement leaders, mental health professionals, EMTs and media to the Schneider Theater in Bloomington. A panel of local and national experts discussed the issue from legal, moral and practical perspectives.





Photo top Left: Left to right: Attorney Eric Daigle, member of the National Association for Civilian Oversight of Law Enforcement and founder of Daigle Law Group, LLC, a firm that specializes in law enforcement operations, Dr. Jeffrey Ho, professor of Emergency Medicine at the University of Minnesota, Chief Medical Director for Hennepin EMS and sworn law enforcement officer. Renee Anderson, lost her son to suicide, Sue Abderholden, Executive Director of the National Alliance on Mental Health (NAMI) in Minnesota, and Brian Mueller, Chief Deputy of the Washington County Sheriff's Office and president of the Special Operations Training Association (S.O.T.A.)





JEFF POTTS
PRESIDENT

MINNESOTA CHIEFS
OF POLICE ASSOCIATION

Reaching Our Goals

It is hard to believe it has been a year since we were attending ETI in St. Cloud, even harder to believe this year's conference is postponed because of a global pandemic. My term as your MCPA president has gone by very quickly. When I assumed the role, I promised that we would work on three goals. Our focus on these goals has helped make us a more robust organization, better prepared for the challenges in front of us.

GOAL #1 MCPA will build a comprehensive branding platform to promote a positive image of our profession (and to counter the negative images) to yield an enhanced view of policing as a career path.

During the past year MCPA has worked extremely hard on this goal. Here are a few of the accomplishments in this area:

BRIGHT IDEAS

MCPA launched a new series on Twitter called Bright Ideas. In this series we highlighted several new initiatives or programs by livestreaming interviews on our Twitter handle, @MNPoliceChiefs. Bright Ideas is an example of how we are expanding our use of social media to reach people.

MCPA-TV

MCPA-TV is a new medium for disseminating timely information to our members. On the third Thursday of each month at 9:30 a.m., MCPA Executive Director Andy Skoogman hosts a livestream telecast that typically includes interviews with MCPA members or guests on topics that are relevant to the association and the profession. A digital library of these is accessible at mnchiefs.org under resources and MCPA-TV.

WEAR THE BADGE PODCAST

As an extension of the Wear the Badge initiative, MCPA is producing a podcast series for association members as well as the general public. MCPA launched Wear the Badge to enhance recruitment efforts and improve the overall perception of the policing profession. The first phase of the program included a series of recruitment videos that highlight peace officers from communities all across Minnesota. The podcast is the next phase of the initiative and is intended to widen the audience scope and delve deeper into the recruitment and retention challenges.

GOAL

#2

Increase engagement and participation of smaller agencies through mentoring, quality training opportunities, professional growth and geographic reorganization/re-mapping.

During the 2019-2020 year, we sent board members across the state to meet with agencies in all 11 regions, and the feedback has been very valuable. Many regions expressed a desire to have the MCPA board meet with them on an annual basis. Also, as a result of these meetings, some regions decided to re-establish a set schedule for regional meetings, which had stopped several years ago.

GOAL

#3

Create a comprehensive staffing plan.

In October, the board voted to make some significant changes to the staffing structure at MCPA. The most significant change was to modify the position held by Andrew Wittenborg. This position previously was called the director of communications. The position now includes duties and responsibilities related to providing organizational staff assistance to the MCPA Foundation.

Also in October, the board voted to adjust compensation for staff in a manner that is reflective of the new duties and responsibilities that are currently in place. The compensation adjustments were made possible by eliminating the part-time training position in the 2020 budget. The compensation adjustments were needed and will hopefully help us retain our very talented and committed staff at MCPA.

In closing, the MCPA is in great shape for the future. I firmly believe our association is providing our members with the right services and support to navigate these very challenging times. It has truly been an honor to serve as your president, and I wish you all the very best in the future.



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TONY PAETZNICK
CHAPLAIN
MINNESOTA CHIEFS
OF POLICE ASSOCIATION

Continuity of Operations

As Chief Law Enforcement Officers (CLEOs) and global citizens in responding to the COVID-19 pandemic, we have all been expanding our vocabularies with new phrases such as social distancing, community transmission, stop the spread, flatten the curve, and self-isolation that are now commonplace in our everyday vernacular. All of these public health efforts are done in noble pursuit of saving physical lives.

In that list of coronavirus-related terminology, the concepts of social distancing and self-isolation can have a corresponding detrimental effect on health for the human soul. Before it even arrived in our communities, the virus challenged us to quickly implement a number of measures. Whether personal protective equipment (PPE), altered law enforcement response protocols, or reassignment of agency personnel to maintain adequate staffing for core services, our heightened physical defenses against COVID-19 now make us more vulnerable to spiritual attacks if we do not take the same level of precautions to defend our souls.

As police chiefs leading your respective departments in a time of declared emergency, the officers under your command are now more than ever looking to you as the agency head for guidance and direction on how to respond during this complex and uncertain period of history. Especially with all of the darkness and negativity swirling around the coronavirus storm of our current lives, it is even more important to provide appropriate spiritual healthcare resources to your employees.

Together we are in the same boat with this global pandemic yet at the same time, individually it feels like we all are scattered separately across a vast and stormy sea of lifeboats awaiting rescue. Police chiefs are perhaps more isolated from law enforcement executive peers than previous as each focuses on an organizational response within their own jurisdiction. Even in larger agencies, command staff has physically distanced themselves from each other to assure continuity of agency operations.

When issuing new externally-focused directives based on the latest guidelines from public health authorities, please also remember to proactively address the internal issues of employee health, safety, and welfare of the body, mind, and soul. Whether continued engagement with local faith community partners or maintaining the accessibility of police chaplains in your agency, please augment your spiritual care protection measures at this time as well.

While so much is being done to physically protect police officers in this season, it is easy to neglect the fundamental need to also address the mental and spiritual health of those serving on the frontlines as first responders to the COVID-19 global pandemic at the local level. The fear and anxiety caused by the many unknowns of this virus challenges local law enforcement everyday where previously ordinary and routine encounters that officers have with members of the public or even their own coworkers suddenly can now leave them wondering if they have been unintentionally exposed to the virus.

The good news is that in a world of connectedness due to the wonders of modern technology, the tradition of gathering in sacred spaces set apart for corporate worship has quickly pivoted to assure that remote access to spiritual care resources remains available. For our household, this has

meant watching church online each weekend instead of physically joining others in a sanctuary and even transitioning our bi-weekly law enforcement families small group meeting to a video conferencing format. While the pandemic prevents physical togetherness, it has opened our minds to new ways of connecting spiritually. Pay attention to such opportunities in your personal life and professional role as a CLEO.

Please continue your self-care operations by addressing individual soul needs daily through whatever disciplines you have found to be most effective. Or perhaps this era is a time of spiritual awakening as you employ new measures to better address personal fitness and performance of your soul. Know that as a fellow CLEO and MCPA Chaplain, my continued prayers are with each of you and your agencies as together we tackle COVID-19 in our communities.



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COVID-19

The **COVID-19** pandemic is presenting many challenges for law enforcement agencies, and the **Minnesota Chiefs of Police Association** is here to support and guide chiefs when they need it most. **MCPA** is in daily contact with the **Department of Public Safety**, other state leaders and law enforcement associations across the country in order to provide you the latest information, recommended guidelines and best practices.

“Police officers protect and serve – in good times and in bad – and our role as an association is to support and guide our chiefs through it all,” says **MCPA** president **Chief Jeff Potts, Bloomington**. “**MCPA** is a robust organization with several tools in place to help us face the challenges unfolding before us.”



Daily email

Every evening, MCPA emails a COVID-19 update with the day's news. The emails contain links to relevant documents, such as letters to state leaders, executive orders and policies and procedures.

Weekly conference calls

MCPA hosts a statewide conference call every Monday at noon with regional representatives from our association and the Minnesota Sheriff's Association as well as the Commissioner of Public Safety. Our goal is to gain situational awareness from CLEOs in their communities, learn about any emerging challenges and get an update from the Commissioner of Public Safety on a variety of critical topics. Dozens of CLEOs join the call each week. Dial-in information is found in the daily email.

Resources page

MCPA has created a Pandemic Resources page at mnchiefs.org that is continuously updated. Categories on the page include new developments and guidelines, key state and federal resources, law enforcement procedures and best practices and model policies and practices.

Discussion forum

The association is serving as a reliable hub for information-sharing among police chiefs across the state. A COVID-19 Discussion Forum is accessible through the members only section at mnchiefs.org. MCPA is posting questions that chiefs have emailed the association and members are invited to join the conversation by replying. Examples of topics include hazard pay and staffing schedule changes.

In addition to providing you these tools, MCPA is continuing policy work on your behalf with elected and state officials. We've helped push for the POST license renewal deadline extension, the release of information on the addresses of those who have tested positive for COVID-19 and priority testing for first responders. We've also been at the table working on a viable solution to the workers compensation proposal for officers who contract the virus.

MCPA encourages law enforcement agencies to lean on the association and one another as we work through these unprecedented times.

CHIEFS' SURVEY

Personal Protective Equipment Needs

When it comes to protecting and serving in the midst of the COVID-19 pandemic, Minnesota police chiefs and sheriffs are most concerned about whether their agencies will have the necessary personal protective equipment (PPE) and information to keep their officers and citizens safe.

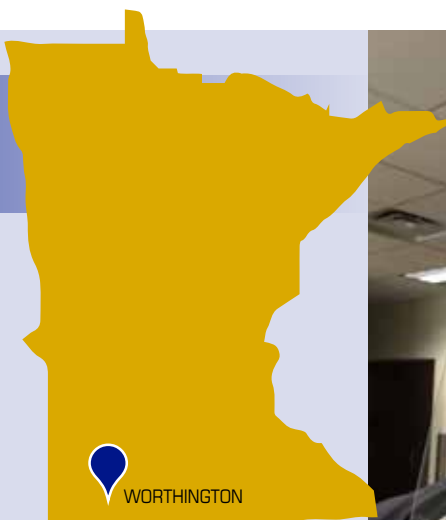
That's the key message behind a Chiefs' Survey conducted by both the Minnesota Chiefs of Police Association and Minnesota Sheriffs' Association. More than 220 local public safety leaders took part in the survey which has helped the associations better understand their needs and concerns and make sure that critical information is shared with state and federal public safety leaders about what's going on around the state.

The N95 face mask was easily the top piece of protective equipment flagged by survey participants. Fifty-seven percent ranked it at the top of their list of needs. The masks are used to protect wearers from airborne particles and liquid contaminating the face. The same number of chiefs said they also want data about COVID-19 patients or at least their addresses available to officers through computer aided dispatch or CAD systems. Both issues have been discussed at length during the weekly conference calls with the MCPA and MSA region reps.

For more on the survey results, go to the members only section at **www.mnchiefs.org**.

SPOTLIGHT FACE SHIELDS

Bedford Industries in Worthington is manufacturing plastic shields that are worn over N95 masks. The FDA-approved shields protect the masks, allowing them to be worn multiple times. Worthington police officers are among the many first responders across the country using the shields. In the first week of production alone, Bedford Industries supplied shields to about a dozen law enforcement agencies in Minnesota.



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SPOTLIGHT TEMPERATURE CHECK STATIONS

Waite Park Police Department has created four temperature check stations near the main entrances of the PD. To mitigate the spread of illness, staff members check their temperature each day when they show up for work.



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Police-Involved Deadly Force Encounters Working Group

Recommendations & Action Steps

The State of Minnesota's Working Group on Police-Involved Deadly Force Encounters recently released 28 recommendations and 33 action steps following several months of public hearings and private deliberations.

Working Group Makeup

Co-chaired by Attorney General Keith Ellison and Public Safety Commissioner John Harrington, the working group was made up of a mixture of law enforcement, community advocates and legal representatives.

Chief Medaria Arradondo (Minneapolis), Chief Matt Gottschalk (Corcoran) and Chief Sara Rice (Mille Lacs Band of Ojibwe) were part of the 16-member working group.

"When you review the recommendations and action steps, we think it's vital that you consider the diverse opinions of the entire working group," says Andy Skoogman, MCPA executive director.

The Hearings & Deliberations

Over the course of eight months, the working group held four public hearings across the state and several closed-door deliberations.

Families directly impacted by deadly force encounters with law enforcement and community members provided testimony. Some people gave scathing indictments of law enforcement and the legal system, while some showed support of law enforcement, including CLEOs who

advocated for a greater commitment from the state to officer wellness.

Working group facilitators discussed ideas during closed-door deliberations. The law enforcement working group members tried very hard to steer the conversations to a productive place. The goal was to ensure that any and all recommended changes were flexible enough for all agencies, regardless of size or geographical location, to adopt in a manner that fit the needs of their respective communities. It was also important that all the recommendations with financial implications were predicated on funding from the state legislature.

Moving Forward

MCPA and the other law enforcement groups feel it's best to track any new legislation related to the recommendations and to provide our position on a case-by-case, committee-by-committee basis.

"We have always been – and will continue to be – willing to work with lawmakers, stakeholders and community groups to find new ways to make our state a safer place for everyone," says Skoogman.

NEXT STEPS



Matt Gottschalk



Brian Peters



Drew Evens



Corcoran Police Chief Matt Gottschalk, Brian Peters from the Minnesota Police and Peace Officers Association and Drew Evens from the Minnesota Bureau of Criminal Apprehension will review the working group's recommendations and action steps during an ETI break-out session in November. Register online at mnchiefs.org.



MCPA hosts law enforcement technology meeting with Thomson Reuters

At a time when public safety threats can emerge seemingly out of nowhere and spread rapidly, law enforcement is under more pressure to respond just as quickly and effectively. You don't want investigators slowed down in their efforts to access data and information that can solve crimes and save lives. But police agencies are also under pressure to be more transparent about their crime-solving tools as they work to ensure public trust. Those were the ideas behind a roundtable of MCPA members and a product development team from Thomson Reuters.

"We are fortunate to have many experienced law enforcement technologists who live and work right here in Minnesota," said Andy Skoogman, executive director of MCPA. "The Minnesota Chiefs and Thomson Reuters have enjoyed a close relationship for many years.

We thought it made sense to have the people who use law enforcement products meet the people who create them."

The meeting covered everything from the basics, including a better understanding about how police actually use databases, to the more complex, such as helping the public better understand the constant flow of information and what's public and private. The goal was for the development team at Thomson Reuters to get a better and deeper understanding of the technology needs – and wants – of law enforcement leaders.

Some south suburban chiefs also visited the Thomson Reuters campus in Eagan late last year to speak with a larger employee group about the current challenges they face protecting and serving their communities.

"There is simply so much data out there, much of it coming from the private sector. It's no surprise anymore that cameras capture a lot of activity whether it's on a busy street corner or our own front porch," said Skoogman. "The challenge for law enforcement is keeping up with these fast-paced changes and making sure they can be leveraged fairly to keep our communities safe."

The business development meeting between Thomson Reuters and members of the Minnesota Chiefs of Police Association was made possible because of Thomson Reuters' commitment to both the association and the policing profession. If you're interested in a strategic partnership with the association, please visit www.mnchiefs.org.

MCPF connects police with community resources and adds new director

The Minnesota Chiefs of Police Foundation (MCPF) has started convening online meetings with local service organizations around the state in the midst of the COVID-19 pandemic. The presentations are aimed at helping these groups better understand the needs and concerns of their local law enforcement agencies in a crisis environment.

"It is no surprise there is great interest in the work police and first responders are doing right now," says Andrew Wittenborg, MCPF's managing director for marketing and fundraising. "Groups like Rotary and Jaycees are incredibly important assets to their communities because they are prepared to quickly take action and support police and public health."

Wittenborg just completed an online presentation to the Brooklyn Park Rotary Club and is working to schedule more online visits throughout the spring and summer. He says the groups know their communities and private sector resources well so once they understand where support is needed, they can make critical connections. A recent survey of police chiefs across Minnesota revealed many do not have enough personal protective equipment (PPE), and in some cases, local clubs and businesses have helped find and make donations possible.

MCPF also works to connect small police agencies to critical online



training and will once again offer grants to five small Minnesota police agencies to help them cover the costs of attending ETI, which has now been rescheduled to take place in November. This year the Foundation also launched the *Wear the Badge Scholarship* program, which provides academic support to students pursuing law enforcement as a career. (You can meet the inaugural class of scholarship recipients beginning on page XX).

The organization, which is the 501(c)(3) fundraising arm of MCPA, also welcomed a new member of its board of directors this spring. Carin Anderson is in her 23rd year with the Minnesota Wild and third as senior vice president, Corporate Partnerships and Retail Management. In her role, Anderson successfully directs the sales development and growth for all of the Wild's and Xcel Energy Center's corporate partnerships and premium seating of suites and lodges. Anderson has been instrumental in fostering key corporate relationships with Xcel



Carin Anderson

Energy, Wells Fargo, Anheuser Busch, Coca-Cola, Treasure Island Resort and Casino, Andersen Windows, Polaris, along with others throughout the years.

"Carin brings a wealth of experience in marketing and community outreach to our MCPF Board," says MCPA president Chief Jeff Potts, Bloomington. "She will help both our organization and profession build upon key relationships as we work to grow *Wear the Badge Scholarship* and other charitable outreach programs.

Anderson is one of the Wild's longest tenured employees. She also serves as chair of the A.C.E.S. Board of Directors and is a member of the American Lung Association Local Leadership Board.

If you would like to learn more about the Minnesota Chiefs of Police Foundation, *Wear the Badge Scholarship* and make a charitable donation, visit mnchiefsfoundation.org.

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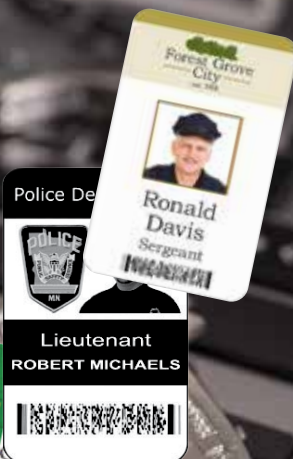
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MCPF names the first class of **Wear the Badge** **Scholars**

Seven Minnesota students will receive scholarships

The inaugural class of *Wear the Badge Scholarship* recipients is affected by the pandemic currently sweeping the nation but not defined by it. Back when COVID-19 would have just been considered an odd collection of letters and number, these scholars were already juggling a heavy load from long days in class and at jobs to helping out family at home and still volunteering at school and in the community.

"In times of crisis, we are more aware of people who step up to serve," says Jeff Potts, the president of Minnesota Chiefs of Police Foundation (MCPF). "I am proud to say our first class of students is already serving in their communities and chosen profession."

launch, more than 500,000 people have viewed *Wear the Badge* stories at both the website and *Wear the Badge* Facebook page.

The MCPF board of directors chose seven scholarship recipients in early March from a group of more than 40 applicants. Two of the scholars are prospective law enforcement students who will graduate from high school in a few weeks and begin their law enforcement training in the fall. The other five are already enrolled in post-secondary programs at schools across Minnesota.

"We are all familiar with the challenges young people face paying for the cost of higher education. The applications we received reflect just how much students rely on the support

"In times of crisis, we are more aware of people who step up to serve. I am proud to say our first class of students is already serving in their communities and chosen profession," Jeff Potts, MCPF president and Bloomington chief of police

The scholarship program is an extension of the *Wear the Badge* initiative which was launched by the Minnesota Chiefs of Police Association (MCPA) at the end of 2018. The campaign is designed to help recruit more people to law enforcement by telling the real stories of why Minnesota women and men choose to protect and serve. Since its

and generosity of Minnesotans," says Andrew Wittenborg, MCPF's managing director of marketing and fundraising. Prospective students will receive \$500 awards. Those already progressing through post-secondary programs will receive \$1000 scholarships.



"You have the opportunity to save another person that may not have been able to save themselves in the first place. You are showing up and training for that situation and being able to help," Rachel Mork, 2020 scholarship recipient



HEZEKIAH HAYES

University of Minnesota

"It means a lot to me. It's just a relief," says Hezekiah Hayes, a senior at the University of Minnesota who has made a point of not asking his family for financial assistance to pay for college. These days Hayes is on the job at 7 a.m. fulfilling his duties as a student worker for the Minnesota Bureau of Criminal Apprehension before spending the rest of the day connecting online to his classes.



SIMON GARCIA ROCHA

Century College

Simon Garcia Rocha, a student at Century College, has seen his path to a college degree interrupted several times by world events. First, there was a deployment to Iraq followed by the economic hardship of the Great Recession. These days, when he is not serving at his post for the U.S. Army, he takes in classes alongside his son who is studying mechanical engineering at the same school.



RACHEL MORK

Ridgewater College

Rachel Mork has already had the experience of being issued personal protective equipment (PPE) as she performs her community service officer duties for the Willmar Police Department. The Ridgewater College student says whether in good times or bad, she works to make sure she has positive interactions with the people she encounters. "You have the opportunity to save another person that may not have been able to save themselves in the first place. You are showing up and training for that situation and being able to help."

Wear the Badge Scholars



TESSLA CROWELL

Minnesota West Community and Technical College

Tessa Crowell, a student at Minnesota West Community and Technical College, is a Worthington police reserve who also works as a jailer and dispatcher for the Cottonwood County Sheriff's Department. But her advisers are most impressed by the extra time she finds to support fellow students and build relationships. "I would like to be the officer that is a role model and inspires others to become one as well," Crowell says.



MATTHEW LINDBO | Minnesota West

Matthew Lindbo, who also studies at Minnesota West, has found another way to inspire others. Before pursuing his law enforcement degree, he worked hard at becoming an Eagle Scout. Earning the required 21 badges is something only achieved by 4-percent of all Boy Scouts, but Lindbo didn't stop there.

"Matthew set his mind to earning every merit badge in the Scouting program, which he accomplished before turning 18," says Patrick Rohland, his Scout Master in Redwood Falls. "While being an Eagle Scout is rare, my research shows less than 350 Scouts out of 100 million have ever accomplished this feat."

"To me, wearing the badge shows integrity, moral straightness and compassion for others. That is what draws me to this profession," Lindbo says.

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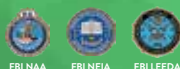
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PROUD SUPPORTER



IACP/ecoATM Leadership in Crime Prevention Award

Two of the **Wear the Badge** Scholarship recipients are still in high school and, under more normal circumstances, would be playing spring sports and preparing to walk on stage and receive their diplomas, but the pandemic has not changed their outlook.



TANNYR CURRY
Marshall High School

"The focus has changed but it just makes me want to join the force even more," says Tannyr Curry, a senior at Marshall High School. Curry is preparing to join some high school buddies who already study at Alexandria Technical and Community College. "I just like to help people and I feel like, right now, they need it more than anything."

"I'd like to show that it's possible to have a successful career and be a role model to women who are interested in this profession," Cienna Pleoger, 2020 scholarship recipient

Advisers recognized both Pleoger and Curry for the leadership skills they both displayed on their local sport teams, including composure, compassion and the role teamwork plays in achieving success.

"Just like in the real world we are going to have to work together to solve these problems," Curry says.

The scholars were judged on their academic performance, community involvement and the strength of both their recommendations and written answers to essay questions. You can read and learn more about each of the scholarship recipients at wearthebadge.org and at the MCPF website, mnchiefsfoundation.org. Both sites have pages devoted to each student and some of them will also be featured in a new episode of the **Wear the Badge Podcast** which is also available on the websites.

"We planned to recognize these scholars at our Statewide Awards Banquet which is held each year at ETI," says Wittenborg. "But with the social distancing measures in place, we wanted to make these introductions virtually and encourage our members to celebrate and congratulate their accomplishment."

Chief Potts also hopes MCPA members and vendors will support the **Wear the Badge Scholarship** program with a tax deductible donation.

"Some of our ETI vendors, corporate partners and individuals have stepped forward to donate to our foundation and scholarship fund," says Chief Potts, who also serves as chief of police in Bloomington. "We want to grow the fund and the number of scholarships because there are many more applicants who could use our help. This year's pool has shown us there is a real need out there."



CIENNA PLEOGER
Becker High School
& St. Cloud State
University

Like a lot of the scholars, Cienna Pleoger is taking classes online at both Becker High School and St. Cloud State University. Although she has grown up in a small town, she sees herself serving in a larger department like Minneapolis. She also hopes to inspire others like her to consider law enforcement as a career.

"There aren't a lot of women choosing this profession, but I'd like to show that it's possible to have a successful career and be a role model to women who are interested in this profession," Pleoger says.

NEXT STEPS

Read more about the scholars at wearthebadge.org and the Wear the Badge Facebook page. The application period for the 2021 class of Wear the Badge scholars will open at the end of this year. You can learn more or make a tax deductible donation at www.mnchiefsfoundation.org/wtb-scholarship.



A new way to reach the next generation

MCPA's statewide **Wear the Badge** initiative now includes a podcast series. Launched in February, the podcast supports the initiative's ongoing effort to raise awareness of the hiring crisis in law enforcement and educate the public on the realities of the policing profession.

The series includes six, ten-minute podcasts, written and produced by Amanda Grayson and hosted by MCPA's executive director, Andy Skoogman.

"Podcasts are incredibly convenient to listen to and increasing in popularity, especially among millennials – a key group we need to attract to the policing profession," says Skoogman.

With the help of local and national experts on law enforcement and criminal justice, the podcast series examines the latest trends in policing and explores how the career is changing.

Episode 1

WHY WEAR THE BADGE?

The series starts with an overview of the challenges police chiefs and sheriffs have recruiting and retaining officers, the causes behind them and the impact they're having on law enforcement agencies across Minnesota – large and small, urban and rural.

Episode 2

BEFORE THE BADGE: A CLOSER LOOK AT THE HIRING PROCESS

When it comes to hiring the next generation of police officers, agencies across the state work hard to ensure standards are maintained, not lowered. In this episode, we visit agencies in the midst of hiring processes and uncover new truths from chiefs and candidates about filling and finding jobs.

Episode 3

THEN & NOW: HOW THE WORKFORCE CRISIS IS IMPACTING ONE AGENCY

Comparing the past to the present, we see how the workforce crisis is impacting one of most resilient police departments in the Twin Cities – how the candidate pool is shrinking, and how the agency is adapting.

Episode 4

NEW BEGINNINGS

In this episode, we discover the benefits of new beginnings – why some people are choosing to switch careers and join law enforcement, and why some agencies are actively seeking men and women from non-policing professions. Plus, we see how the Pathways to Policing program is meeting the needs of applicants and agencies.

Episode 5

ONE PROBLEM – SEVERAL SOLUTIONS

Police agencies are addressing the hiring crisis in a variety of ways. Some are trying innovative ideas. Some are using cash as a cure. Some – in other parts of the country – are even lowering standards. This episode spotlights the actions agencies are taking to recruit and retain officers.

Episode 6

THE NEXT GENERATION OF POLICE OFFICERS

The Minnesota Chiefs of Police Foundation is awarding several **Wear the Badge** scholarships to high school and college students. These future police officers share why they're choosing to wear the badge.

Listeners can find **Wear the Badge** at wearthebadge.org and major streaming services, including Spotify and Apple Podcasts.

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Leadership takes center stage at CLEO and Command Academy

Twenty-three law enforcement leaders, including chiefs, deputy chiefs and new supervisors, met for a week focused on leadership during MCPA's CLEO and Command Academy. The training is offered every 18 months at Camp Ripley and features instructors who work in many different capacities across Minnesota.

"We are really fortunate to have a diverse group of leaders who take time out of their schedules to teach at this academy," said Andrew Wittenborg, who hosted the training session for MCPA. "I hear it a couple of times every week. So many students see this as the best training they've attended because the instructors highlight real issues they face every day on the job."

The 2020 class covered everything from budgeting and personnel issues to creating an ethical culture and wellness initiatives. They discussed staffing challenges with Minneapolis Chief Medaria Arrandondo, strategic planning with Colonel Matt Langer of the Minnesota State Patrol and debated public safety issues with a panel of state lawmakers.

Most of the sessions are interactive, so students have the ability to work through current challenges with someone who has likely faced the same issue in their own career. Surveys show learning from and alongside colleagues is one of the big benefits of the academy.

"CLEO and Command is really a key in building the next generation of Minnesota law enforcement leaders," said MCPA executive director Andy Skoogman. "These are the women and men who have or will be stepping into leadership roles in the next decade. They will be the leaders who help advance public safety across our state in the future."

MCPA will once again host three sessions of Leadership Academy in 2020. The location of the May session is to be determined, and the December session will meet at Camp Ripley. Another session designed with commuters in mind will meet in September at the MCPA Training Center in New Brighton. Registration for all three academies is available on the training page of www.mnchiefs.org.

MCPA 2020 TRAINING CALENDAR



MCPA 2020 LEADERSHIP ACADEMY

A multi-day course for middle management personnel in law enforcement. Participants will develop skills on how to make a distinct transition from street officer to supervisor. The classes are designed with an understanding that effective supervision is critical to building a successful law enforcement agency.

May 19 - 22 | TBD

September 22 - 25 | New Brighton

December 1 - 4 | Camp Ripley

More information and registration available at www.mnchiefs.org/training

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MCPA has postponed its annual ETI conference to **November 1-4**
at the River's Edge Convention Center in St. Cloud.
For conference and sponsorship registration, please visit mnchiefs.org.



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*For more information or
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ADVERTISER INDEX

Altai Gear	9	Identisys Inc.	18
Ancom.....	25	Kraus Anderson.....	25
Ban-Koe	27	Leo A. Daly	12
Body Worn by Utility	13	LEOSA Trainers	29
Campion Barrow and Associates.....	9	MN Crisis Intervention Team (MN CIT)	18
Certified Crime Fighters	7	MN Highway Safety and Research Center	29
Crime Stoppers	18	PATROL	28
ecoATM.....	22	The Blue Pages	2
Gary L. Fischler & Associates, P.A.	30	Thomson Reuters.....	31
Granite Electronics	Back Cover	Wold Architects and Engineers.....	28

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SENIOR EDITOR
Andrew Wittenborg
andrew@mnchiefs.org
651/457-0677

PRINTING AND CO-PRODUCTION
Impressive Print
sales@impressiveprint.com
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