



MINNESOTA

Police Chief

Volume 32, No. 4 | Fall 2012

Community Policing in Action

Minnesota Chiefs of Police Foundation

C.O.P.S. Kids Camp-Sharing Stories

Police Training Safety Officer

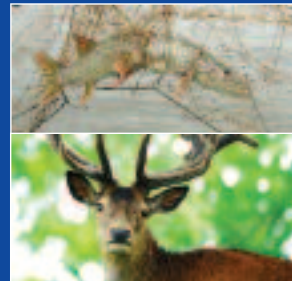
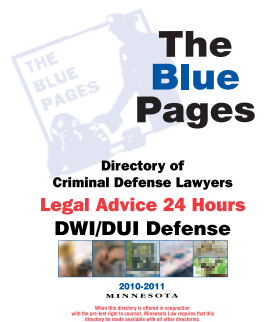
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Cover photo: Prior Lake Police Department CSO and Sterling Kannenberg at the Prior Lake Safety Camp.

MCPA Prepares For The Future

CHIEF RICK WYFFELS
PRESIDENT
MINNESOTA CHIEFS
OF POLICE ASSOCIATION
CHIEF OF POLICE
ALEXANDRIA POLICE DEPARTMENT



As we are entering into the fall season I hope this magazine comes at a time when you can sit and reflect about our accomplishments as well as the new challenges we face in the future. The world certainly is not sitting still nor are the initiatives of our Association.

As time has allowed I have had the opportunity to call upon different chiefs from different regions and visit about ideas and expectations of our association. The main areas of discussion have been focused around three general ideas. The first, is how to stretch fewer dollars within our government systems to maximize our enforcement efforts. I believe it is important to market our agencies and efforts within our communities. The second is continued training efforts and policy development opportunities to help with leading our organizations through rapidly changing times. The last significant area is how technology is changing how we become more efficient. Along with that change comes issues on how to manage our efforts created by technology. Driver Vehicle Services (DVS) is an example of how important it is to have policy and consistency in data management and utilization.

Along with serving as your president, I also serve as our state's representative on the Criminal Justice Information Systems (CJIS) policy advisory group. I recently attended the CJIS policy advisory group for the FBI in Atlanta, Georgia. One subject discussed is the continued area of policy development along with data management. Examples of this are the fingerprint readers in the field, the license plate readers (LPR) in squad cars and in communities, retina identification and utilization and law enforcement will manage all this data. The future of drones used by law enforcement agencies is upon us and with that too comes issues on data management. Our Association has been working on many of these issues and ideas.

How to manage data seems to be in the news every day. It has received the attention of the media and the politicians. This issue cannot be ignored. At the speed we are approaching areas of law enforcement techniques we will need to be smart about how to conquer our financial and technological issues.

I believe our input is vital in how to manage this information. We need to be at the table to balance the needs of law enforcement and public safety with the lawmakers and to establish the proper balance of rules and orders. This is not an easy task with today's speed of change. I assure you, our Association is aware of this and taking steps to be at the table and to help lead our professionals into a balanced and perhaps more standardized approach. We simply cannot put our heads in the sand. I encourage our members to share their thoughts and to be involved in the processes before us.

Currently, the wheels are in motion for CLEO certification. As part of our strategic plan, we are working with our partners, the Minnesota Sheriffs' Association to provide consistent, standardized training to CLEOs with the intention of helping with some of the issues express above. Law enforcement professionals face management decisions everyday and reliable training to help equip current and future chiefs and sheriffs is very important. We want to provide educational tools to help law enforcement move into the next generation of public safety with consistent policies that will address the continued technological advances, constrained budgets and public demands.

The upcoming, optional CLEO certification programs will be one part of our efforts to provide consistent standardized training to CLEO's for current and upcoming leaders of police organizations. This is another tool in our arsenal to help keep our organizations safe, educated and prepared for the challenges ahead as we implement new tools with constrained budgets and to not let us become complacent in all we do.

I am honored to have the opportunity to share some of my thoughts and ambitions with our members and I am excited about being a part of the changes before us. Your Association is working very hard to help in these opportunities. I look forward to continuing one-on-one communication with you and please feel free to contact me at anytime.

Be safe and in tune.

CLEO Certification

DAVE PECCHIA
EXECUTIVE DIRECTOR
MINNESOTA CHIEFS
OF POLICE ASSOCIATION



The CLEO Certification vision is one step closer to becoming a reality. A joint meeting of the executive boards of the Minnesota Chiefs of Police Association and the Minnesota Sheriffs' Association resulted in a historic agreement to move the CLEO Certification forward by both associations agreeing in principle and creating an ownership committee. The committee will be comprised of three member representatives from each association, as well as the executive directors of both associations. The first order of business will be the creation of a Memorandum of Understanding. There is a very aggressive timeline that has been proposed and will be fine-tuned during the coming months. The Core Curriculum for CLEO Certification, listed below, has already been agreed on. There are several "electives" that have been discussed and will be added periodically as this concept evolves into becoming a reality.

Core Curriculum

"What" a CLEO should know to succeed

Organizational Management

- Leadership, including, not limited to
 - Communication
 - Problem Solving
 - Decision-making
- Risk management
- Policy development
- Mandates
- Marketing/branding
- Legal issues
- Strategic planning
- Shared services
- Media
- Customer service
- Change management
- Emergency Management

Personnel Management

- Organizational and individual development
- Internal affairs
- Data practices
- Hiring & firing
- Performance management and review
- Discipline
- Training
- Labor management relations

Personal Development

- Time management
- Personal leadership
- Political awareness
- Mentoring
- Lobbying the legislature, council or board

Finance and Budgets

- Financial analysis
- Public accounting
- Grant management
- Volunteers
- Budget preparation and presentation
- Cost-benefit analysis
- Shared services
- Budget oversight, responsibility and accountability

Technology

- PSAP – Public Safety Answering Point – ex. 911
- Electronic records management
- Emerging technologies
- Crime mapping and analysis
- Radio interoperability
- Predictive policing
- Private sector analytics

Ethics

- Ethical leadership
- Diversity and multi-cultural awareness
- Legal vs. moral decision-making
- Modeling ethical behavior
- Spiritual awareness

This conceptual design could not have been achieved without the dedication and hard work of the following individuals who participated in this effort, providing multiple perspectives and focusing on leadership excellence for the people of Minnesota. A special thank you to the POST Board who funded the facilitation of the project through Kathy Perme and Associates.

Task Force Members

MN Chiefs of Police Association: Dave Pecchia, Executive Director; Jeff McCormick, Chief, Cannon Falls Police Department; Rod Seurer, Chief, Savage Police Department

MN Sheriffs' Association: Jim Franklin, Executive Director; Tim Leslie, Chief Deputy, Dakota County Sheriff's Office; Bud Olson, Deputy Director

Higher Education: Jeff Bumgarner, Minnesota State University, Mankato; Tim Erickson, Metro State University; William Joynes, Hamline University

Bureau of Criminal Apprehension: Wade Setter, Superintendent

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League of MN Cities (LMC): Jeff Kletscher, Mayor, City of Floodwood

POST Board: Tim Bildsoe, Board Chair; Jan Unstad, Chair of Standards Committee; Neil Melton, Executive Director

Project Management and Support: Peggy Strand, Project Manager, POST; Debbie Soderbeck, Project Coordinator, POST; Cathy Perme, Facilitator, C. M. Perme & Associates, LLC

Legislative Issues

The Legislative Committee, co-chaired by Chief Dave Kolb and Chief Gordon Ramsay, is in the process of formulating the MCPA legislative positions for the 2013 Legislative session. If you have any issues or concerns you would like to be considered for this legislative session please email the staff at MCPA at info@mnchiefs.org. Your input will be forwarded to the Legislative Committee. Thank you and on behalf of the staff it is our honor to serve you, the members of MCPA.

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“Shhhhhh...”

Although we don't actually say “Shhhhhh...” to people when they talk about the subject of this Chaplain Message, it sure seems like we do. It's one of those subjects that we talk about in hushed tones or only in one-to-one private conversations. We often talk about it in code and with nods of the head and facial expressions saying, “You know what I'm saying don't you?” Well it's time that we say it out loud and get used to the fact that police suicide is an issue in our profession and we need to give it the attention it needs.

When I started to prepare for a career in law enforcement over 30 years ago, the idea of “officer safety” was addressed in nearly every educational course and training environment I encountered. I had one instructor repeatedly say, “What's your number one priority when you go to work every day? It's to go home safe after your shift is over.” As a profession we spend millions of dollars ensuring that our officers have the equipment, training and other resources needed to protect themselves and stay safe on the job. But here is a hard fact we need to accept and address: Police officers are twice as likely to die by suicide as they are by homicide. The chance that they will kill themselves is two times greater than that someone else will kill them. No matter how you say it, it is a troubling thought.

Like most of you, I am not an expert on police suicide. In fact, when I was a chief I avoided the topic as much as possible and fortunately I never had to face the issue in our agency. However, when I retired and started focusing my attention on

the physical, mental and spiritual health of our dedicated professionals, I could no longer ignore the issue.

This past summer I had the opportunity to attend two courses on suicide awareness, prevention and intervention. The Minnesota National Guard sponsored the first training as part of their Beyond the Yellow Ribbon project. My second opportunity to learn more about police suicide came through training from the Minnesota Chiefs of Police Association (MCPA) working in partnership with the Upper Midwest Community Policing Institute and the Florida Regional Community Policing Institute. Bloomington police hosted the event where we learned:

- Suicide Facts, Statistics, Truths and Myths
- Issues in Organizational Leadership
- Signs and Signals of Suicide
- Intervention Strategies
- Dealing with the Aftermath of Suicide
- Suicide Prevention and Intervention Resources

Responding to the challenges of police suicide is not complicated, but it is difficult. It is hard work talking about issues that our culture and society would rather ignore. Please join the MCPA and me in our efforts to ensure that we are giving this important issue the time, attention and resources needed to protect our personnel. Stay-tuned and look for more information and opportunities to get involved.

Take care!

PASTOR DAN CARLSON
CHAPLAIN
EX-OFFICIO BOARD MEMBER
MINNESOTA CHIEFS
OF POLICE ASSOCIATION



Regional Representative

*By Chief Hugo McPhee, Three Rivers Park District,
MCPA Third Vice President*

Greetings, I am filling in for Chief McCormick for this edition of the Regional Representative's corner. I wanted to bring to the forefront a couple of items that should have very positive impacts for chiefs statewide. The first is continued training opportunities made available to chiefs across the state and the second involves CLEO certification.

The Minnesota Chiefs of Police Association (MCPA) continues to apply for grants to bring training opportunities to the state of Minnesota. Most recently the MCPA, in partnership with the Upper Midwest Community Policing Institute (UMCPI), brought in a train-the-trainer session from Florida regarding police suicides. This program, held in Bloomington, is nationally recognized as a premier training on the topic and was attended by approximately 50 officers and chiefs from across the state. Multiple training offerings statewide on this topic were sought but the grant could only fund one date and one location so the decision was made to host the training in the metro at this time. This training is very important since statistically up to twice as many cops die at their own hand than they do from an assailant. Early warning signs, policy development, preventive strategies and interventions were discussed as part of this training. If you want one of the newly trained officers or chiefs to bring this topic to your agency, please contact Karen Anderson at the MCPA and she can help facilitate your request.

Related to bringing in high quality training to the state, the MCPA has been working with Motorola Corporation to create another 15 scholarships for chiefs to attend the CLEO Academy at Camp Ripley next spring. You may recall that last year 10 chiefs were able to attend the ETI due to a similar grant request by MCPA staff. The value of these grants coupled with backfilling of the chiefs' time to cover the street approaches \$25,000.

The MCPA also is working closely with the Minnesota Chiefs of Police Foundation to work on ways to expand the number of enthusiastic citizens serving on the Foundation, which in turn will generate more dollars which can be used for a variety of purposes including training.

CHIEF JEFF MCCORMICK
VICE PRESIDENT
REGIONAL REPRESENTATIVE CHAIR
MINNESOTA CHIEFS OF POLICE ASSOCIATION,
CHIEF OF POLICE CANNON FALLS



Several chiefs were in attendance at a Foundation mixer hosted by Target Corporation on August 13 where interested supporters had a chance to interact with chiefs and current Foundation members. Many questions were asked and perhaps several new members will emerge. Special recognition is due for Deb Pierce (ret. FBI), Chief Carol Sletner (ret. Roseville), Chief Ron Sager (Isanti) and Greg Wood (Target) for their hard work at getting the Foundation up and running and looking to expand its membership. If you have a citizen in your community who is pro law enforcement and may have an interest in being a IMCPA or Foundation member, please forward their name to any of the Board members or me and we will follow up.

Secondly, you may have heard discussions about credentialing for chiefs of police in Minnesota. The idea of credentialing for CLEOs has been identified as a strategic goal for the Association based on input from chiefs in recent years and as part of the MCPA vision plan. Discussions have occurred and are ongoing with both the POST Board and Minnesota Sheriffs' Association about partnering on a credentialing process for chief law enforcement officers.

Essentially, a base curriculum would be established that upon completion would demonstrate that the individual has attained a minimal qualification level deemed acceptable to be a CLEO in the state of Minnesota. Tentatively identified core competency areas include organizational management, personnel management, personal development, finance and budgets, technology and ethics. The certification would not be a requirement to becoming or maintaining status as a CLEO, but would give individuals a means to demonstrate competency in this area. Communities looking for a new CLEO may decide to include CLEO certification as a desired pre-requisite for their application process.

Training options for these core competency areas would be provided by the MCPA via the Executive Training Institute (ETI) and/or the CLEO and Command Academy so that members would be readily able to meet any recommended requirements at an affordable cost. Other vendors could be sought by an

individual to provide the training as well. Many current CLEOS or chiefs-to-be will likely meet the above requirements via college degrees, in-service trainings, instructor experience, years of police supervisory or private sector supervisory experience or combination of the above and not need additional training. It is important to note that discussions on this topic are ongoing and formal decisions as to requirements or content have not yet been finalized.

Although specific to CLEOs at this time, the POST Board and Sheriffs' Association have expressed an interest in developing this

idea further in the interest of increasing professionalism in all of law enforcement within the state. Discussions are ongoing as to what the curriculum would consist of, the manner for testing and measuring competencies. This is just another example of trying to be pro-active and providing CLEOs with the tools needed to be successful.

Stay tuned for more information about these items. Please share your comments with Executive Director Dave Pecchia, any of the board members or me. Take care and enjoy the beautiful fall weather.

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Minnesota Chiefs of Police Foundation

Hello! My name is Greg Wood and I am the President of the Minnesota Chiefs of Police Foundation. I am also a Director of Assets Protection for the Target Corporation based in Brooklyn Park, Minnesota. Prior to coming to Target in 2007 I was a commander with the Auburn, Washington Police Department where I served for sixteen years.

The Minnesota Chiefs of Police Foundation is the non-profit arm of the Minnesota Chiefs of Police Association. The Foundation supports and promotes educational programs provided by the Association, as well as charitable programs in our communities, including:

- **Professional Leadership and Ethics Training:** The Foundation supports and promotes ethics-based leadership training for law enforcement executives throughout the state of Minnesota.
- **Scholarships for Law Enforcement Students:** The Foundation enhances and increases opportunities for upcoming law enforcement students through scholarships, community recognition, mentorship and networking.
- **Youth Dialogue through Essay Contests:** The Foundation champions a tradition of outreach and dialogue with Minnesota youth throughout the state and their communities to counter violence, drug and gang activity.
- **Charitable Connections in Communities:** The Foundation supports organizations and individuals with charitable connections to law enforcement; including, Minnesota Special Olympics and fallen Minnesota officers and their families.

Originally formed in 2009, the Foundation board was initially comprised of police chiefs from throughout the state who served as board members and guided the Foundation through its start-up phase. As was soon realized, solely placing active duty chiefs in a position to raise funds on behalf of the Foundation often proved difficult and time consuming.

Target has been committed to public safety partnerships throughout our history, which includes strong support of the

police foundation model and a focus on public-private partnership. In my role as Director of Assets Protection I found myself in a unique position to combine my public sector experience with my current position at Target and I joined the board in the fall of 2011.



With over 90 percent of agency budgets dedicated to salaries and benefits, most government and police executives have a difficult time funding new projects and creative, strategic initiatives, implementing the latest technology or dealing with time-sensitive financial needs. The public sector, and law enforcement agencies in particular, have gone through a great deal over the last four years. Due to economic conditions, many agencies have found themselves in a position of having to significantly cutback and reduce levels of service, training, resources, equipment and, in some cases, personnel. As a result, many vital needs have been left unmet.

Although this has been a time of great challenge, the Foundation believes this may also be a time of great opportunity. Through our public-private partnerships, the Foundation would like to position itself to be able to connect police chiefs throughout the state with private sector partners



Chief Mike Goldstein, Plymouth PD/MPCA Board, congratulates scholarship winner, Kristine Heilman.

who specialize in a variety of areas, including human resources, training, business efficiencies, strategic planning, marketing, communications, etc. In addition, although the Foundation's primary focuses are those listed above, we believe we may also be in a position to help fund a variety of projects and programs, including cutting-edge technology, grant matching and specialized equipment. Ultimately, the Foundation would like to explore the possibility of serving as a facilitator to help local police agencies as they guide their way through these difficult economic times and help set them up for future success.

The Foundation is currently in a transitional phase. Realizing that the future success of the foundation depends on strong ties to the communities across the state as well as public support, the Foundation is actively involved in board development.

This is where we can use your help. As we position ourselves to enter 2013 we want to do so with a strong board of committed private sector leaders and community members that can help to advance the Foundation's initiatives. It is chartered to host a board of fifteen members, and we are committed to having a solid representation of members from both the Twin Cities as well as our outlying communities throughout the state.

The Foundation can use our MCPA's members' assistance in identifying prospective board members, as well as speaking within your communities about the Foundation and what it is we are trying to accomplish. As local community leaders, you are well positioned to know who in your community is supportive of law enforcement and public safety initiatives. These contacts and relationships will be very important as we continue to grow.

When fundraising opportunities present themselves, such as our annual Gala, take that as an opportunity to discuss with your local business and community members what the Foundation is about and why it is that we are sponsoring these events. Reach out to MCPA and Foundation representatives and help us make contact with those folks in your communities who you would see as great partners to us.

This is a time of great opportunity. With continued support from our partners throughout the state, the Foundation will be a successful entity that can help lead and facilitate law enforcement and public safety initiatives well into the future. We look forward to your partnership and support. Thank you!



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*Program Director, Retired Saint Paul Police Commander
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Wisconsin SWAT Team
officer and Jordan Silvera,
age 8

C.O.P.S. Kids Camp – Sharing Stories

By Jennifer Silvera Lindemer, Widow to Officer Shawn Silvera, Lino Lakes Police Department (EOW 9-6-05)

This summer my children and I attended C.O.P.S. Kids Camp sponsored by Concerns of Police Survivors in East Troy, Wisconsin along with 300 children and parents or grandparents from across the nation. The week-long program is filled with fun camp activities and supplemented with age-appropriate counseling sessions. Everything from arts and crafts to camp fire skits, zip-lining, fishing and canoeing encourage a team building approach to help families cope with grief and loss while rebuilding lives.

My children were fascinated with the fact that we each had our own bunkhouse. Madelynn stayed in the "Princess Palace" with ten other seven-year olds. Jordan was in the eight-year old "Star Wars" bungalow. Two of my bunkmates were from Minnesota. In true camp fashion, we stayed in a cabin with ten other moms where we lucked out with luxurious top bunks (not by choice, simply the last option)! Nothing feels more like camping than a sleeping bag, lumpy pillow and crawling up a ladder to go to bed at night.

With gratitude my week was supported and strengthened by meeting two new wonderful friends, Andi Mathieu, widow to Mark Bedard, Minneapolis Park Police Department (EOW: 11-9-07) and Ilana Pollitz, widow to Mike Pollitz, St. Louis Park Police Department (EOW: 11-30-11). Ilana said, "The highlight of camp would be the bonding experience that not only Jake and Morgan get with other children who are going through loss, but I get as well meeting other moms in my situation. It is nice to be around so many people with similar stories. You begin to feel like you are not alone." Andi told me that she learned that "kids re-grieve at each developmental stage, so camp is a good place for Nicholas to be."

Every night after snack time, I would help my kids shower off the dirt, grime, sunscreen and bug-spray from a day full of adventure. One night when I was tucking Madelynn into bed one of her cabin-mates asked me, "Did Maddi's daddy die?" I said yes to this precious girl with chocolate-cream eyes and brown matching hair like my daughter's hair. "Then she's just like me!" the little girl replied with a beaming smile that told me she was happy to find a friend who shared her story.



Madelynn Silvera, age 7 and cabin-mate Madison from CA



Morgan Pollitz, age 7 and Jake Pollitz, age 9

At breakfast the next morning I met my kids in the cafeteria, their trays filled with Captain Crunch cereal and French toast. When my son, Jordan, saw me he looked up with a little milk on his chin and said, "Thanks so much, Mom, for bringing me here."

The experience of camp was a revelation to me that no matter what age, there is comfort when we connect with others. Our lives are made up of stories-many beautiful ones and some very sad and painful. Though our details are unique, we each have a story to share. Sharing helps us never to forget. Our shared stories have the power to heal.

Special Note:

MN Concerns of Police Survivors (C.O.P.S.) extends heartfelt gratitude to those who support the local chapter and invites both old friends and new, to the Blue Light Ceremony in remembrance of all fallen police officers on Saturday, October 20, 2012 at 6:30 pm. at the Law Enforcement Memorial located in front of the State Capitol. For more details visit www.mncops.org.



Jennifer Silvera Lindemer, Andi Mathieu and Ilana Pollitz

For additional support and resources visit Jennifer Silvera Lindemer's website: www.believenow.com

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Police Departments in the Community

Throughout the summer months communities all over the state gathered together to celebrate Night to Unite, bike rodeos, community parties, safety camps, etc. These events encourage neighbors to meet one another, establish connections, build community and strengthen neighborhood spirit and police-community partnerships.

As neighborhoods gather for block parties, live music, dunk tanks, parades, kids' games, potlucks, pizza parties, dessert buffets and cookouts the communities send a message to criminals that neighborhoods are organized and fighting back. Several departments share their events here.



SAVAGE BIKE RODEO

The Savage Police Department has been partnering with the Savage Park and Rec Department and Valley Bike and Ski for 10 years to promote bike safety to local children. This year's event was held on Friday, June 15th, at the local Savage Community Park. 45 children and their parents attended for a morning of information and fun activities. The Savage Police Department is constantly looking for ways to connect with members of the community. The annual Bike Rodeo is only one way they reach out. They also attend the 'Kickin' with the Cops' kickball game, the Special Olympics Bocce Ball Tournament, Dan Patch Days and more.

The Bike Rodeo started with a welcome and talk about bike safety rules by Crime Prevention Specialist Jim Caauwe and a bike helmet demonstration by Valley Bike and Ski employees John Sybilrud and Connor McCauley. To demonstrate the effects of wearing a bike helmet they fastened a bike helmet onto a watermelon and dropped it onto the sidewalk, then took the bike helmet off and dropped the watermelon. It was obvious from the reactions of the children that the smashed watermelon made quite an impact.

The children then took their bikes through a quick equipment safety check before riding through a bike course designed to teach them safety rules and bike skills. At each of the seven locations they were greeted by a smiling park and rec employee who explained to them what to do and another one to praise them for completing the task. The kids must have had fun, because most of them went through the course



Savage Police Chief Rodney Seurer and children at Bike Rodeo

three or four times before going back to the meeting area for a quick refresher on safety rules and drawings for FREE bike items. The most popular item in the drawing this year was the alphabet bike locks. These are locks that operated by SPELLING out a word. Instead of unlocking the bike with a complicated number, they arrange the letters to SPELL out the name of their pet or best friend.

Plans are already in the works for improving the 2013 Savage Bike Rodeo. We hope to have a separate course that is a little more difficult for those 8-10 year olds.

PRIOR LAKE – Safety Camp

On Friday, July 15, 6- to 8-year-old kids had the chance to come to Sand Point Beach in Prior Lake for the annual safety camp put on by the Prior Lake Fire and Recreation departments. Public safety professionals from throughout the community presented on topics like first aid, water and boat safety, staying safe near electric lines, and so much more. Children had the opportunity to explore a Prior Lake police squad car, a North Memorial trauma response helicopter and take a safe ride in a Scott



Waterboat safety, Scott County Sheriffs' Department.

County Sheriff's officer boat. Demonstrations were also given by the Scott County K9 unit.

The kids spent a fun day in the sun and received a delicious picnic lunch, camp T-shirt and – most importantly – safety lessons that will last a lifetime.

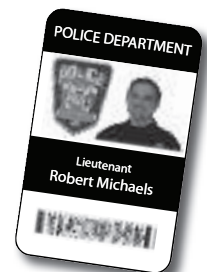


"What's in the Trunk" at the Prior Lake Safety Camp.

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RICHFIELD POLICE DEPARTMENT

Richfield Police and Fire Safety Day is a special event held the second Tuesday in June for children entering fourth grade. Participants learn fire, bike, electrical and personal safety, basic first aid, emergency preparedness and bullying prevention, all while being mentored by police officers and fire fighters.



Photos on this page are from the Richfield Police and Fire Safety Day.

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NORTHLAND PUBLIC SAFETY



For the past thirteen years, dozens of public safety agencies have partnered in an annual event aimed to educate the public on emergency responders' roles and capabilities. This year the Northland Public Safety expo was on August 18, 2012 and offered kids a chance to hop on a fire truck, meet real police officers and just generally have some fun.

The event traditionally draws up to 1,500 people, but this year attendance was estimated at around 2,000, presumably due to the nice weather and elevated interest levels.

The family-friendly event features emergency response teams and their equipment, fire trucks and other firefighting

equipment, squad cars, a prisoner transport vehicle, a Gold Cross ambulance, police and rescue dog demonstrations, motor vehicle extrication demonstrations, 9-1-1 call training for kids, and helicopters from the Minnesota State Patrol and Life Link 3. Representatives from Minnesota Homeland Security and Emergency Management, Canadian National Railroad Police, Enbridge Energy, a MN DNR wild game detector K9 team and Harley Davidson motorcycle safety joined the Expo this year.

Some of the demonstrations presented at the Northland Public Safety Expo this year included rappelling from a building by the St. Louis County Rescue Squad, Duluth Tactical Response Training, a Taser demonstration by the Hermantown Police Department, a kitchen fire simulator and several K9 demonstrations, including a very interesting human remains detector dog. In addition, kids and adults got to see inside of a



All photos on this page are from the Hermantown Public Safety Expo held August 18, 2012.



A representative from the Raptor Center at one of New Brighton's parties.

medical helicopter and watch as LifeLink III medical helicopter landed during a mock crash / rescue to simulate a "hot load and go" transport.

Each year the expo is free and open to the public, sponsored by the Hermantown Police and Fire Departments, St. Louis County Sheriff's Office and the Duluth Police Department.

NEW BRIGHTON

This year was a record year for the City with a record breaking 147 parties registered for the 21,000 residents of New Brighton with an estimated 10,000 residents participating in NNO this year. Visiting every party requires significant staff energy and resources. Members of our City Council joined twenty-one New Brighton police officers, twenty-one firefighters, and 31 vehicles in making visits to each of the neighborhood events.

Neighborhoods throughout the community have parties that are representative of their respective areas. This year one neighborhood invited the University of Minnesota Raptor Center to conduct a presentation on the various raptors which was both fun and informative. Neighborhoods throughout New Brighton celebrated National Night Out in a variety of other special ways. A large apartment complex had several inflatables for kids to play on, face painting, games, giveaways and other fun events. Another neighborhood event included the celebration of three couples' 50th wedding anniversary. This celebration was particularly special in that 10 years ago on September 11, 2002 one of the couples husband suffered a sudden cardiac arrest and was brought back to life through the efforts of New Brighton Police Officers and Firefighters and now is a statewide leader furthering CPR training and the installation of automatic external defibrillators. The activities of neighborhoods throughout New Brighton are as varied as the neighborhoods themselves.



A few of children enjoying the night out in New Brighton.



Officer Matthew DeBoer, New Brighton Police Department visiting with neighbors.

For the past seventeen years New Brighton has been recognized annually by the National Association of Town Watch for our community's participation in National Night Out. With first place finishes in 2005 & 2009, and top-five finishes during the past twelve consecutive years in Category 4 areas, the City of New Brighton maintains an ongoing commitment to embracing the philosophy of the "Police and Community Partnerships" as a fundamental element of our efforts provide service to our community. NNO 2012 represents the both culmination and continuation of our efforts to constantly strive to maintain a strong bond with our community to foster our partnerships to further our common goal of a safe community.

The New Brighton Department of Public Safety believes that strong neighborhoods are imperative to enhancing the quality of life in a community. National Night Out represents what is good about living in the City of New Brighton. Neighbors meeting neighbors and getting together for a common purpose of making our community better is something to be proud of being a part of, but our work is not done. As we move forward in to the upcoming year, we must continue to foster those relationships which were built to make our community better. The City of New Brighton is not just a geographic area of land with a bunch of houses, they are a group of people formed into a strong community that takes care of each other not because they have to, but because it is the right thing to do.

Is Law Enforcement Prepared for the New Normal of Protest

By Dr. Susan Hilal, Associate Professor; Dr. James Densley, Assistant Professor,
School of Law Enforcement and Criminal Justice, Metropolitan State University

Time Magazine's 2011 "person of the year" was "the protestor".ⁱ It was a befitting tribute to a year that started with uprisings in Tunisia and ended with police raids on "occupations" protesting inequality across the globe. Indeed, 2011 felt different, but as 2012 now reaches its midway point, scenes of civil unrest continue unabated. Crowds continue to inhabit Cairo's Tahrir Square, now to protest the acquittal of key security officials who stood trial alongside Egypt's ex-President Hosni Mubarak.ⁱⁱ Anger over austerity measures reverberates still throughout Europe.ⁱⁱⁱ Quebecers have promised a summer full of demonstrations unless the dispute over college tuition is resolved.^{iv} The protests against Vladimir Putin's third term as President were some of the biggest in Moscow since the 1990s. Even the Olympic torch had to be rerouted because of rallies in Northern Ireland.^v This begs the question, is protest the new "normal"? And if so, is law enforcement in the United States prepared?

CASE EXAMPLES

How to manage protest is a question that resonates with law enforcement worldwide. The August 2011 riots in London, for example, provoked furious debate in Britain about police readiness and riot control methods. The Riots Communities and Victims Panel complained that rapid escalation took the Metropolitan Police Service (MPS) by surprise. The MPS did not

have enough officers on the streets and failed to adequately deploy those they did have, in part because it took too long for police to change into riot attire from regular uniforms.^{vi} The MPS eventually cancelled all officer leaves and, with support from colleagues in neighboring forces, flooded London with 16,000 officers. The police approach was simply to contain; that is, stand back, document incidents and investigate later. Arguably, they were trying to avoid accentuating a local issue by repeating the strong-arm tactics for which they had become synonymous during the 1981 Brixton disorders.^{vii} Lining main thoroughfares with riot vans, however, diverted looters toward smaller businesses in side streets. At times, it looked as though the MPS had lost its appetite for swift and decisive action. The public responded by calling for use of baton rounds, water cannons and tear gas; riot control methods that are common in mainland Europe, but unknown in Britain.

A year earlier in Paris, for example, French *Compagnies Républicaines de Sécurité* and gendarmes were deployed *en mass* to deal with extensive protests over pension reform. Substantial police presence, "snatch squads" and the liberal application of pepper spray and tear gas appeared to intimidate and eventually overwhelm restive protesters. Such was not always the French method of riot control. Indeed, during the 2005 battle for the Paris *banlieues*, a state of emergency was declared and police appeared hesitant to enter what were effectively no-go areas. Failure to maintain order is often indicative of the mindset of police officers. A history of routine militaristic policing of poor minority communities cast a long shadow over



French police in 2005 just as it did their London counterparts in 2011.^x Police felt constrained. As BBC correspondent Gavin Hewitt observes, "In order to be bold and assertive [police] need to be confident, and confidence grows from public and political support."^x We would like to add that confidence also comes from responsive education and training, not least with respect to the crucial distinction between civil disobedience (i.e., refusal to comply with certain laws as a peaceful form of political protest) and civil disturbance (i.e., unlawful assembly that either constitutes a breach of the peace or poses an imminent threat of collective violence and property damage).

We emphasize this point in light of recent incidents associated with the Occupy Wall Street protests in the United States. Over 100 cities in the United States have had Occupy protests and some of them have been met with disproportionate police use of force. In September 2011, for example, Inspector Anthony Bologna, a 29-year NYPD veteran, was filmed using pepper-spray on two unarmed female protestors that were corralled by police behind orange mesh netting. This sparked outrage from protestors and media alike to the extent that the hackers group Anonymous targeted Bologna and leaked his personal information, including his address, telephone number and names of known family members.

Bologna's rein as public enemy number one among people following the Occupy protests was short lived. Just three weeks later, John Pike walked down the line of a dozen seated non-violent protestors at the University of California at Davis and, in the words of satirist Jon Stewart, "lay down primer and two coats of pepper spray" at point-blank range.^{xi} Later that month in neighboring Oakland, California police tactics were further brought into question when a protesting Iraq war veteran suffered a fractured skull and brain swelling from blunt force

trauma, allegedly from a police projectile.^{xii} Incidents such as these imply that, as Boston Mayor Thomas Menino stated following his October 2011 crackdown on Occupy protesters, "civil disobedience will not be tolerated."^{xiii} Quebec's Bill 78, an emergency law that uses heavy penalties to restrict protests without prior police approval, strikes a similar tone. Yet, a zero tolerance approach risks violating the fundamental freedoms of association, assembly, and expression upon which democracy is built.

In the United States the predominant strategy of protest policing shifted during the 1970s from "escalated force" and repression of protestors to one of "negotiated management" and mutual cooperation with protestors.^{xiv} Following, first, the failures of negotiated management at the 1999 World Trade Organization demonstrations in Seattle, Washington and second, the September 11, 2001 terrorist attacks, however, law enforcement developed a new social control strategy of "strategic incapacitation", which comprises the use of: (1) surveillance and information sharing to assess and monitor risks; (2) pre-emptive arrests and non-lethal weapons to target actual or potential disruptive protestors; and (3) space control to isolate and contain disruptive actual or potential disruptive protestors (e.g., "kettling", arguably the "least intrusive and most effective" crowd control tactic available to officers).^{xv}

The 2008 Republican National Convention in Saint Paul, Minnesota, which brought with it demonstrations and a strong police presence, represents the convergence of "strategic incapacitation". Law enforcement had two years of lead-time and funding to prepare for this large-scale event where worldwide media were present. Before the convention even began, a number of controversial "no-knock" search warrants were executed on potential disruptive protestors, which set a



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hostile tone for events to come. During the convention, police used tear gas, smoke bombs, pepper spray, “flash” grenades, paint marker rounds and rubber bullets to prevent a march that would have been in violation of court-approved march permits. Furthermore, more than 30 journalists were arrested and detained, at times without probable cause or hard evidence. Indeed, three of the journalists later filed a federal lawsuit that resulted in a \$100,000 settlement to compensate for medical expenses and damaged property and the ruling that the St. Paul Police Department must implement a training program to educate officers regarding First Amendment rights and procedures on dealing with the press at demonstrations.^{xvi}

The above examples lead to an important question that must be answered: by what means should law enforcement prepare for and respond to civil order activities in their jurisdictions? Police administrators must find a timely answer to this question given that the issue does not appear to be going away any time soon.

IMPLICATIONS

Police in the United States are tasked with two main functions: (1) control crime and (2) maintain order. It is a tall task to ask them to do both equally well and comes with it the need for resources (money, time, personnel, etc.). The training, planning and organizational arrangements needed to control crime are

not always well suited to maintain order. Furthermore, the line between a “protestor” and a “criminal” can be blurry and include both functions. Where law enforcement has seen the short end of the stick is when the media labels a criminal as only a protestor, therefore distorting the reality of the situation to the general public.

Again looking internationally, England and France have specialized forces or units that perform the task of civil order control. In Germany, all police recruits are trained to do civil order control with attention given to crowd control and less than lethal force. In Japan there is a specialized separate militarized division (*the kidotai*) to handle civil order problems.^{xvii} With a vast majority of police departments in the United States having fewer than 25 officers total on their force, it is unlikely that any of these agencies will have a dedicated unit for the sole purposes of policing civil disorder.^{xviii} Through inter-agency cooperation police can respond to civil disorder on a larger scale. However, such requires additional funding for both planning and execution, which ultimately may be dollars well spent but runs counter to a new age of austerity. Admittedly, not all civil order issues require a large-scale police response, but what individual police departments and/or individual officers do in responding to these types of calls can have a large-scale impact.



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In looking at state-level police officer standards and training, there are minimum standards police recruits must achieve surrounding education related to civil disturbances and civil disobedience. Furthermore, through continuing education police often attend regular use of force and crowd control tactics training. Recent history suggests, however, that additional and more advanced training may be necessary to respond to civil disorder, especially training surrounding effective communication by officers to protestors, best practices in police response to civil order control, working with the media to clearly define the situation and a review and complete understanding of legal concerns dealing with this issue specifically. This is true for departments both large and small. Civil disorder is not only a big city problem. All agencies need to plan for the “what if” scenarios regarding this issue.

The frequency with which civil protests and disturbances are occurring worldwide, coupled with the media attention given to it, the ease at which protests can be organized via smart phones and social media and the political, civil and legal consequences associated with it, should spur police administrators to critically examine their own department’s policies and preparedness. There are many lessons that can be learned from agencies that have experienced protests at large

events, like a political convention, to small groups protesting the closure of the local post office. Indeed, agencies are often quick to share with their counterparts their stories about what works, what doesn’t and what needs improvement. Chu’s “top ten” list of lessons learned from policing civil order at the 2010 Vancouver Olympics is a case in point. Chu’s list advised not to “give a reason to protestors to hate the police”, adding that “training is critical” and that police need to go out to “meet and greet people”^{xix} Some of these lessons are already familiar to police officers who actively engage in community oriented policing. Nevertheless, conversations surrounding these issues, specifically as they pertain to civil order, should be occurring regularly between front-line officers and administrators in both large and small-sized agency.

The International Association of Chiefs of Police has a model policy on civil disturbances created in 2005.^{xx} This might be a good starting point for some agencies. Additionally, state standards and training boards could develop their own guides for agencies to use. Failure to respond to the new normal of protest could result in the “strategic incapacitation” of law enforcement as we know it. Such is a Time Magazine cover that nobody wants to read.



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ⁱ http://www.time.com/time/specials/packages/article/0,28804,2101745_2102132_2102373,00.html

ⁱⁱ <http://www.bbc.co.uk/news/world-middle-east-18311960>

ⁱⁱⁱ <http://www.nytimes.com/2012/05/02/world/europe/austerity-intensifies-may-day-protests-in-europe.html>

^{iv} <http://www.winnipegfreepress.com/canada/afternoon-student-rally-expected-to-attract-thousands-of-supporters-156626245.html>

^v <http://www.guardian.co.uk/world/2012/may/07/vladimir-putin-inaugurated-russian-president?intcmp=239>

^{vi} http://www.huffingtonpost.co.uk/2012/06/04/olympic-torch-re-routed-after-protest_n_1569029.html?ref=uk

^{vii} <http://www.5daysinaugust.co.uk/PDF/interactive/Interim-Report-UK-Riots/index.html>

^{viii} The Lord Scarman, *The Brixton Disorders*, 10-12 April, 1981. (London: HM Stationery Office, 1981).

^{ix} Cathy Schneider, ‘Police Power and Race Riots in Paris’, *Politics & Society* 36 (2008): 133-159

^x <http://www.bbc.co.uk/news/world-europe-14462319>

^{xi} <http://www.thedailyshow.com/watch/mon-november-28-2011/spray-it-forward>

^{xii} http://www.huffingtonpost.com/2011/10/26/iraq-vet-oakland-police-tear-gas_n_1033159.html

^{xiii} <http://www.bostonglobe.com/metro/2011/10/11/scores-arrested-police-break-protest-protesters-claim-they-were-brutally-attacked/gGgEjXLL64LpS8YptHu5iJ/story.html>

^{xiv} Patrick Gillham, ‘Securitizing America: Strategic Incapacitation and the Policing of Protest Since the 11 September 2001 Terrorist Attacks’, *Sociology Compass* 5 (2011): 636-652

^{xv} <http://www.guardian.co.uk/uk/2012/mar/15/human-rights-court-police-kettling>

^{xvi} <http://www.starttribune.com/local/minneapolis/131025638.html>

^{xvii} Harry Dammer and Erika Fairchild. *Comparative Criminal Justice Systems*, 3rd Ed. (Belmont, CA: Wadsworth Publishing, 2006)

^{xviii} <http://bjs.ojp.usdoj.gov/content/pub/pdf/lpd03.pdf>

^{xix} Jim Chu, ‘An Olympic Medal for Policing: Lessons and Experiences from the Vancouver 2010 Winter Olympics’, *The Police Chief* 77 (2010): 20-28. Retrieved from:

<http://www.nxtbook.com/nxtbooks/naylor/CPIM0910/index.php#20>

^{xx} <http://theiacp.org/tabid/486/Default.aspx>



The Cannon Falls PD TSO set up perimeters for the training session at the high school.

Police Training Safety Officer – “TSO”

By Rob Boe, Public Safety Project Coordinator, League of Minnesota Cities

Minnesota police officers are injured doing a wide range of tasks in an almost infinite number of environments. Our police officers respond to many calls where things are “out of control” and they routinely bring calm to chaos. The League of Minnesota Cities Insurance Trust (LMCIT) statistics show that Minnesota police officers are injured while in foot pursuits, vehicle pursuits, while working on roadways and while they are subduing and arresting suspects. They are also hurt while assisting their citizens with medical emergencies, helping disabled people back into bed, they slip and fall on ice, they have car accidents and they get injured while training.

We know we cannot eliminate police injuries but one of the ways we can reduce the number and severity of injuries is by focusing on areas where the officers have control. Approximately 20 percent of the LMCIT police injuries occur

while officers are training. Police in-service training has a high control factor as the officers are training in a controlled environment, the officers’ actions are controlled and often times scripted, even during use of force training. We are asking police departments to implement a Training Safety Officer, (TSO) program for their active or scenario based training. The TSO program was rolled out at the LMCIT 2012 spring loss control workshops.

The TSO concept is based on similar successful programs used by the military, the fire service and the police to date. A common fault that was identified with the current use of safety officers for police training was the lack of involvement during the planning process. Three LMCIT member police departments volunteered to test the TSO concept this winter and their feedback and that experience were incorporated into the final program. The TSO program has six components/elements.

PLANNING

It is imperative that the training instructor and TSO integrate the safety plan with the training lesson plan and that the TSO understands the goals and objectives of the training. They need to discuss the safety history of similar past training sessions, the training site, forecast problem areas and determine what safety equipment will be needed during the training.

SAFETY PLAN

The safety plan needs to include the specific safety concerns for the training and pre-identify areas that could produce safety problems or injuries. The plan should also include the required personal protective equipment and specific safety rules for the training session and the types of medical equipment that will be available. It is critical that the training instructor and the TSO agree on the safety plan.

SITE INSPECTION AND SET-UP

The TSO needs to inspect the training site prior to the training session. Areas of safety concern should be mitigated, marked as hazards or removed. This could include removal of snow, the use of yellow warning tape to indicate an out of bounds, repositioning of equipment or ensuring the proper placement of mats. Protective training equipment should be set up and emergency medical equipment be readied for use.



SAFETY BRIEFING

A safety briefing needs to be part of the overall training briefing for the officers and should include the specific safety guidelines for that training. The TSO should include personal protective equipment reminders and requirements, rules of engagement, areas that are off limits and remind the officers that no “off script” behavior will be allowed. The TSO should also address any specific safety procedures for this training and address the emergency medical plans the event of an injury.

TRAINING SESSION

The TSO needs to observe the entire training session beginning with the warm up exercises and stretching. The TSO provides overall situational awareness and watches for compliance with the safety plan, stops all “off script” behavior and closely watches the pre-identified areas for potential safety issues. TSOs should avoid being drawn into the training as trainers. Use of a special t-shirt or vest can help remind them and others of their role. The TSO should check in with the instructor and students as appropriate and conduct short safety reminders after breaks. The TSO needs to maintain a heightened level of oversight late into the training as officers start to become fatigued.

CLEANUP, CHECK-IN AND DOCUMENTATION

The TSO should make a final check-in with the officers and instructor to document any injuries, “near misses” or close calls. The TSO is responsible for the safety of the cleanup and tear down of the props and equipment

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as well as the cleaning of safety related equipment. The TSO should prepare an after action report that should be attached to the training lesson plan for review and for documentation.

The on-site testing of the TSO concept was critical to the success of initiative. In addition to providing feedback the testing repeatedly showed that the TSO was able to monitor a much larger portion of the training and showed how often the training instructor's focus was drawn to officers having difficulties or in need of coaching. The officers who served as TSOs got to the point that they “could see it coming” and repeatedly worked with their trainers to stay ahead of officers being injured. The LMCIT thanks the Cannon Falls and Lino Lakes Police Departments, Woodbury Public Safety, the Association of Training Officers for Minnesota (ATOM) and the Minnesota Department of Corrections for their willingness to assist and collaborate on this project.

(If you would like to learn more the Police TSO program plan contact Rob Boe at the League of Minnesota Cities Insurance Trust 651-281-1238, or rboe@lmc.org)



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Where Are They Now?

In April of 1976 I had the choice of two career paths. As an employee of North Memorial Ambulance, I could go to paramedic school or accept a patrol officer job with the Orono Police Department. I chose law enforcement for a variety of reasons, but predominately for the challenges that the job presents. I gained a great deal of experience quickly. My initial training was riding along with other officers taking an increasing role with each shift. On the tenth shift, my training officer called in sick for our 2000-0600 tour and the 1600-0200 officer went home sick leaving me alone to cover Orono, Long Lake and Maple Plain. Apparently all went well because my “training” ended and I was put in a patrol slot. Five months later, I went to the BCA “rookie” school. In 1979, I accepted a position as the first sergeant in the new West Hennepin Public Safety police department. Starting a police department from scratch as the chief with Jim Franklin, the current Minnesota Sheriff’s Association Executive Director, was challenging and very rewarding. In 1984, I was looking for a different challenge and at the urging of my best friend Officer John Scanlon, I accepted a patrol job with the Robbinsdale Police Department. The darkest day in my career was six months later when John was killed while on duty investigating a burglary. Unfortunately, many of you have experienced similar pain and my heart goes out to each and every one of you. I will never forget it, nor do I ever want to.

I served as a patrol sergeant for fourteen years in a very active 22 person first ring suburban department. I had to wear many hats and that experience, along with my attendance at the Southern Police Institute’s Administrative Officer’s Course, set me up for my promotion to captain in 1999. In 2003, the chief retired and I was appointed as the Chief of Police by a unanimous vote of the city council. I worked hard forging solid relationships with the council, the city manager, other department heads, but most of all with the community. We were aggressive in promoting our officers and agency with open houses and more than doubled our National Night Out parties. We wrote a new mission statement and established departmental goals which still appear on the website today. I strongly believe in the concept of accountability throughout an organization and to that end we conducted regular meaningful evaluations with a narrative

format to provide an avenue of discussion to which our officers responded extremely well then and still do now. During my tenure, the economic times were tough. We always seemed to be working short-handed. (In three years we had eight retirements). The Minnesota Chiefs of Police Association (MCPA) through the Executive Training Institute (ETI) afforded me the opportunity for timely training and networking to see how others were working through it. I would strongly encourage attendance at ETI. It seems I always came away with something I could use.

After 32 years in law enforcement, I decided to retire in June of 2008. It was a difficult decision because I had a great department but it was time for new leadership with fresh ideas. I also believe in training and mentoring staff to someday be in a position for smooth transition upward. To that end, I am proud of my successor Chief Steve Smith. When I left there really was no question that he would get the job that he worked for so hard. I am very proud of the job he is doing for the community that I still live in.

The next page in my life turned rather quickly, when Dennis Cusick of the Upper Midwest Community Policing Institute (UMCPI) called two months post-retirement. I had taught Internal Affairs classes for UMCPI for about eight years and while I was looking forward to doing nothing for a period of time, the offer to train and provide technical assistance in a variety of new areas intrigued me along with an office in the building that houses MCPA and the Sheriff’s Association. Currently, I am assisting in the development and delivery of a supervisor-training curriculum for tribal law enforcement personnel across the country. This includes chiefs, executive level management and street supervisors. I also manage the “Public Safety De-Escalation Tactics for Veterans in Crisis” course currently in a national delivery phase for the COPS Office. There are many other projects such as the on-going Internal Affairs courses, and advanced Human Trafficking Investigations courses as well. We are working with the MCPA Executive Director Dave Pecchia to identify the ever-changing training needs of our police executives and management staffs. Our goal is to maximize the



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Wayne and his son, Officer Dan Shellum of the Chandler, Arizona Police Department.

training time available and to professionalize their role in the law enforcement community. No matter the size of the agency, there are core competencies that are identifiable and applicable to all members.

So I really don't have much free time. I changed careers; at least that's what

I tell people who say, "so how do you like retirement?" I travel a great deal and while airports are a real pain, when I get to my destination and train, it is fun. I stay connected to the profession and get to meet some really great people in places I would normally never see along the way. I am going to stay with it as long as I can contribute.

I have been married to my wife Jeanne for 37 years and we have four adult children and three grandchildren. Our three daughters are married and one is living in Chandler, Arizona where her brother is a detective with the Chandler Police Department. The proudest moment in my career came in 2006 at his academy graduation. I got to pin on his badge.



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Plunge Season is Just Around the Corner!

By Megan Powell, Torch Run Manager, Special Olympics Minnesota

The Polar Bear Plunge season is almost upon us. Online registration for the Polar Bear Plunge opens the first week in October. Visit www.plungemn.org and form a law enforcement (or friends and family) team today! Thank you to law enforcement across the state for helping Special Olympics Minnesota host these events – we couldn't do it without you!

POLAR PLUNGE DATES

Jan. 26 White Bear Lake

Jan. 26 Willmar Spicer

Feb. 2 Maple Grove

Feb. 2 St. Peter

Feb. 9 Rochester

Feb. 9 Anoka County

Feb. 16 Duluth

Feb. 16 Prior Lake

Feb. 23 South Metro

Feb. 24 Alexandria

March 2 Minneapolis

March 2 Brainerd

March 9 Eden Prairie

March 9 Mille Lacs

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Metro Transit Chief John Harrington, is so excited to be a part of the new Executive Leadership certificate program for public safety leaders. He and former Saint Paul police officer and current Ramsey County Sheriff Dr. Matt Bostrom, are teaming up with the University of Minnesota’s Humphrey School of Public Affairs to serve as program faculty for this exciting new alternative for emerging public safety leaders to advance their education right here in Minnesota.

Public safety professionals face extraordinary challenges that require innovative thinking and an interdisciplinary approach. The Certificate in Executive Leadership: Public Safety provides mid-career professionals knowledge and skills in leadership, management, public policy and communication for greater success plus increased potential for advancement to serve in chief, deputy, director and mid- to senior-level leadership positions. The program uses the Humphrey School’s successful mid-career Public Affairs Leadership program where students with 10+ years of work experience meet once a month for two days to attend class, while completing other assignments online during the month. The cohort of students will represent a diverse mix of emerging leaders from the public safety

disciplines of law enforcement, fire, emergency medical and emergency management as well as military and international officials working with the public safety sector. Students will earn 12 graduate credits from the University of Minnesota at the completion of the nine-month program.

The curriculum will focus on developing ethical executive leaders, who have a solid foundation in organizational management. The program will equip our students with the tools to collaborate with agencies responsible for providing integrated public safety for our cities, counties and state in and outside of the police discipline including fire and emergency management. The most effective adult learning methodologies will be employed in this program, including case studies/simulations, research and analysis of contemporary public safety issues and enhanced communications exercises. The program will culminate with an applied leadership project that is researched, presented to public safety/elected officials, published and archived for access by civic, elected and public safety leaders.

(To learn more about the Certificate in Executive Leadership: Public Safety new program opportunity, visit www.hhh.umn.edu/degrees/certificate/pls_certificate.html, or contact the program’s director Kevin Gerdes at ksgerdes@umn.edu or 612-626-1337)



In Favor of a Collaborative Law Enforcement Approach to Assisting Those with Mental Illness

By Officer Maggie Beranek, Police Officer, CIT Officer, input and assistance from Scott Nadeau, Chief of Police, City of Columbia Heights

Over the course of the past several decades, people with issues relating to mental illness have been de-institutionalized and have been placed into the community to live and work. Most police officers who interact with persons suffering from mental illness, or those in crisis, have little if any training in how to recognize or de-escalate crisis situations. Many police officers also lack information on agencies and resources that are needed for successful problem solving. While some agencies have turned to the **Crisis Intervention Technique (CIT)** model, which has been proven to be an effective response option, the model can be costly, training intensive and typically offered to only a small percentage of police staff.

THE SCOPE OF THE ISSUE

Police officers deal with a wide array of incidents each day that can range from domestic situations to motor vehicle accidents. The volume and types of incidents can depend on the city and specific area officers are assigned. One call that affects all demographics and that police officers face on a daily basis is dealing with people suffering a mental health crisis. In the United States, mental disorders collectively account for more than 15 percent of the overall burden of disease. This number is slightly more than the burden associated with all forms of cancer (Murray, 1996). This number represents a very large portion of society. Police officers receive little training on how to properly deal with a person suffering from a mental illness yet are the first ones to respond to incidents involving a crisis. Furthering the problem is that police officers generally have little to no

knowledge of the services available and provided in their area. Due to the lack of proper training and knowledge, many persons suffering from mental illness that are in crisis end up in jail instead of a hospital.

In 2007, according to the Federal Bureau of Justice Statistics, there were 1.25 million inmates suffering from a mental illness ranging from schizophrenia to post-traumatic stress disorder in the U.S. prison system. Many of these inmates more than likely belong in a hospital due to their acute mental illness. U.S. prison systems and county jails are not equipped to become "de facto" hospitals. In many instances, when police respond to a mental health crisis situation, normal police procedures can often increase the chance of violence which in turn results in the person being arrested and charged with a crime. (Stephy, 2007)

To counter this result, a growing effort is underway across the United States known as Crisis Intervention Teams (CIT). This concept was developed by the Memphis Police Department in 1988 after an officer shot and killed a person suffering from hallucinations due to schizophrenia. In CIT training, officers are taught to approach persons suffering from a mental health crisis (often referred to as "consumers") differently and take a more intimate look at the symptoms and challenges consumers face.

Instead of shouting commands, officers are taught to speak softly, repeat phrases and build rapport and empathy with the individual in order to change behavior. One of the ultimate goals of CIT programs is to encourage officers to treat mental illness as a disease, not a crime. Although CIT programs have proven themselves as effective, they are typically given to a small percentage of officers in an agency, leaving the majority of officers in an agency without the training and tools they may need to be successful.

THE ANOKA COUNTY MODEL

With budget cuts and decreases in staffing, many law enforcement agencies do not have the ability or funding to send multiple officers to a weeklong training. In Anoka County, a new CIT training model was developed and adopted through collaboration between the Columbia Heights Police Department, Anoka County Sheriff's Office, the Barbara Schneider Foundation, Metropolitan State University, Anoka County Social Services and the Lee Carlson Center for Mental Wellness. This program started by working with a local university, Metropolitan State, on an online curriculum centered on police response to those in crisis and with mental illness. A web-based training had already been developed and was being used by Corrections. Small changes were made to the online curriculum to streamline



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the information with law enforcement procedures and training. The online course consists of approximately seven modules that each focus on a different aspect of mental health and responding to mental health crisis. The modules contain training scenario videos, interviews with mental health professionals and consumers, as well as “take away” documents that allow the student to print off useful forms and procedures. The other piece of this model is an eight-hour training day that takes some of the highlights of the weeklong CIT training so that every officer has baseline knowledge of various de-escalation techniques. Everything that is learned in the online curriculum will support what is being taught on the training day.

ONLINE CURRICULUM

The online curriculum was made available to officers attending the training, free of charge. Each participant was given a username, password and they could access the online course at any time. Officers are able to complete the online curriculum on duty which is a huge benefit to officers as there is no need to adjust sleeping schedules or days off (which if you ask any patrol officer working nights, it is a huge convenience). Generally, the online training portion takes anywhere from two to four hours to complete. When officers complete the online course, they are ready for the eight-hour training day. In the on-line training officers received the classroom information on mental illness, assisting those in crisis and the curriculum made use of informative videos and a quiz for knowledge at the end of each module. Once officers complete modules, they are ready for the “hands on” training day.

TRAINING DAY

Approximately 30 officers take part in each training day. The class instruction portion covers de-escalation, resources available and experiences from long-time CIT officers. The officers are then given instruction on the practical exercises. The practical exercises are the key function to this training. Professional actors are used to portray people in mental health crisis. Officers are put into scenarios in which they are to use the knowledge and training they just received to de-escalate the situation. Each group also has a coach that may “pause” scenarios to assess the participants’ status in the scenario, provide positive feedback, address obstacles a participant may be having and insure that participants are using the skills learned. These situations really force officers to step out of their comfort zone and use verbal techniques instead of force in order to de-escalate the situation. This is where many officers say they both enjoy and learn the most. Officers then break for lunch and are welcomed back by consumers who share their personal stories, past experiences with police and advice for future interactions. Officers then return to their scenario groups and continue with the practical exercises.

An important aspect of this training is it is taught “by cops to cops”. Police officers generally relate better to instructors who experience the same daily obstacles and will ultimately take away more from the training. Officer Joe Sturdevant, a CIT officer, stated, “I believe that Crisis Intervention Training (CIT) is essential training for all police officers and any first responders. Having all the tools and training in how to effectively deal with persons in crisis is imperative to the safety and outcome of the crisis incident. I wish I would have had this training many years earlier in my career.” Officers from each agency were selected to attend the weeklong CIT training hosted by the Barbara Schneider Foundation and Hennepin County Sheriff’s Office. Each CIT officer is trained to be a coach, with some even at the trainer level. These officers are responsible for assisting in the practical exercises as well as the presentations. This allows there to be specialty officers available for advance problem solving at the street level as well.

PARTNERS IN TRAINING

One of the project’s crucial partners is the Barbara Schneider Foundation which has long been responsible for Crisis Intervention Training within the criminal justice system. Along with CIT trained officers from within the county, Barbara Schneider provides the de-escalation training, actors for the practical exercises as well as consumer presentations. The Lee Carlson Center for Mental Health and Well-Being, a local non-profit agency that provides affordable mental health services to children and families, also provides the opportunity for their members to present their personal stories. These personal consumer presentations put officers face-to-face with people suffering from mental illness as well as their families. For a lot of officers taking part in the training can hit home, as many of the consumers are local citizens within our communities.

Another critical piece to this training model is the use of local county social services. The Anoka County Model partners with the Anoka County Social Services division and the Minnesota Department of Health to assist in providing information about what resources are available to officers when dealing with people suffering a mental health crisis or that call police for assistance. “Sometimes we can get stuck on how we think about certain situations, people, experiences and ourselves. Collaboration between agencies challenges us to open up to new possibilities, when addressing persons in need, that can result in more proficient and productive practices to the benefit of all involved.” – Joel Johnson, Anoka County Social Services

BENEFITS

Collaborative training efforts are essential in this era of policing. Community based organizations are crucial partners to police departments, yet many don’t know they exist. Police agencies

are quickly becoming the first line of defense for any problem communities may face and it is imperative that the information and training is available to police officers. Mental Health is a community issue and affects thousands of people each and every day. Collaborative training raises awareness of the issue not only within police agencies, but countywide. Mark Anderson, Executive Director of the Barbara Schneider Foundation states, "I was very pleased with the strong police/community partnership that made this training possible. Officers provided leadership in the class development and implementation, and they improved their skills at de-escalation and increased their connections to individuals with mental illness and mental health advocates. Just like CIT, the focus was safety and partnerships both for the police, the mental health professionals and the community members." Agencies must work together to insure that everyone is on the "same page" when it comes to mental illness.

The on-line module combined with an interactive training day results in very high quality training at a low cost. Officers taking part in the training receive 12 POST credits for approximately \$60 per student. Multiple sessions are offered to ease the burden of scheduling. This training model had the unintended benefit of getting agencies in the county to communicate more efficiently as well as using this training as a catalyst for more collaborative training in the future.

CONCLUSION

Law enforcement leaders have long been aware of the challenges faced by our officers on the street in dealing with people who suffer from mental illness. While some programs such as the CIT model have proven to be effective, it is

impractical for most agencies to send all their officers to a somewhat expensive weeklong school. By looking at the issue from "outside the box" law enforcement agencies provide their employees an educational and hands-on experience that is made affordable by partnering with other agencies, non-profits and the education community. While not a substitute for having officers who have additional training in mental health such as CIT officers, a baseline of training for all officers can ensure that people with mental health issues get the appropriate care they need and give our cops tools to more successfully handle these encounters.

(For further information on the Anoka County Mental Health training initiative contact Officer Maggie Beranek by phone at 763-706-8119 or by email at Maggie.Beranek@ci.columbia-heights.mn.us)

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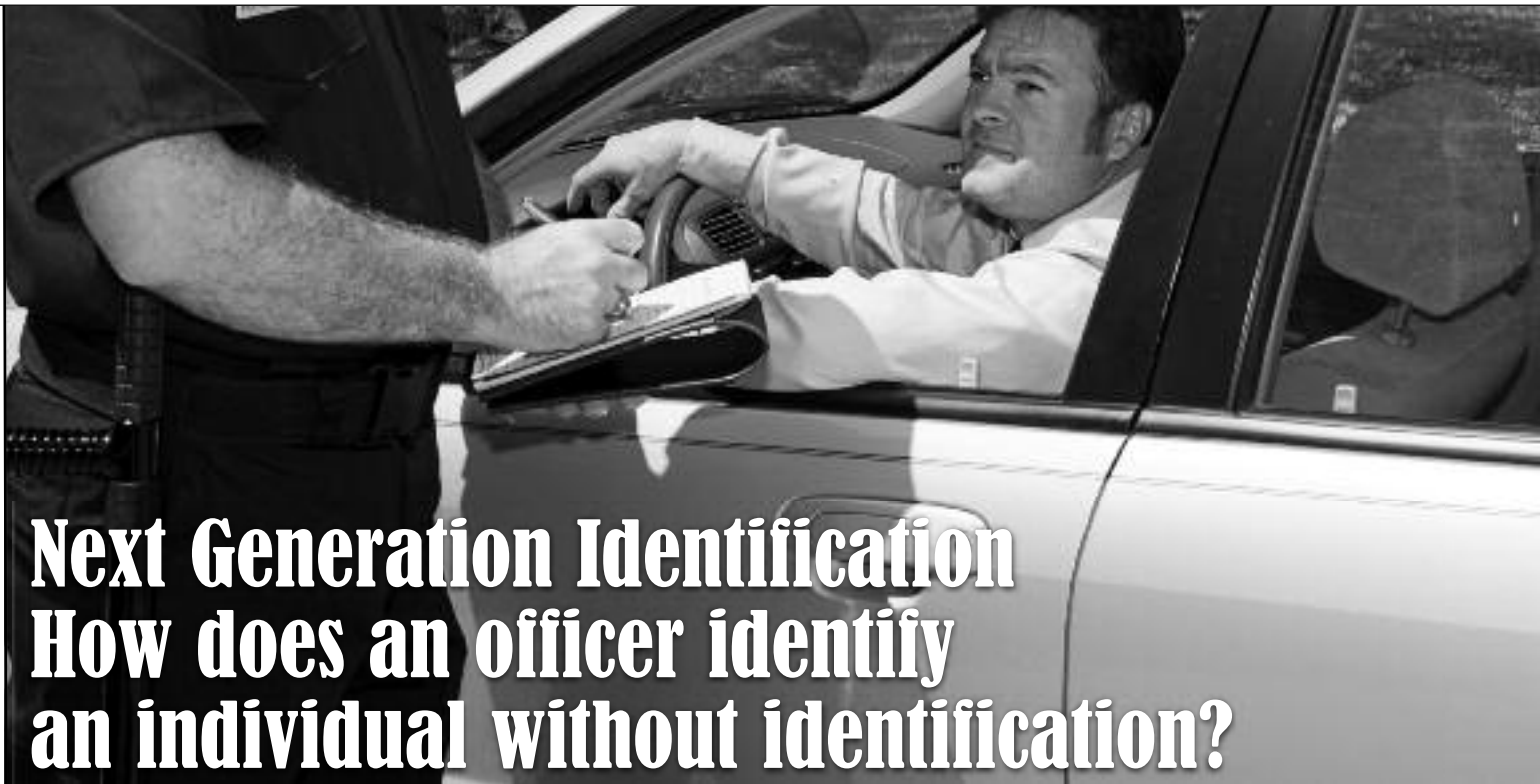
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Next Generation Identification

How does an officer identify an individual without identification?

By Rebecca L. Phillips, Management and Program Analyst, FBI/CJIS Next Generation Identification Implementation and Transition Unit

Police officers across the county conduct hundreds of thousands of routine traffic stops each year and hear various stories of why the driver has no identification. When identification cannot be provided, how can officers tell the difference between a husband asked to go to the grocery store to grab a gallon of milk late one evening and a wanted or potentially dangerous felon?

Police officers are professionally trained to detect when someone is lying and/or trying to hide something, however many lifelong criminals have become very adept at lying and getting away with it. While most of these encounters conclude peacefully, traditionally, if an officer suspected an individual was not telling the truth, they would have had a few options when attempting to determine whether he was dealing with a wanted or potentially dangerous individual. First, they would run a check on the driver's biographical information through a radio call to a dispatch officer, or by initiating a search on an in-car computer system. Either method would have searched for individuals matching the driver's biographical information in the FBI's National Crime Information Center (NCIC) database, returning any existing warrants and criminal history. Second, the officer could have transported the individual to a police station, fingerprinted him, and checked those prints against their state and/or Federal Automated Fingerprint Identification System (AFIS).

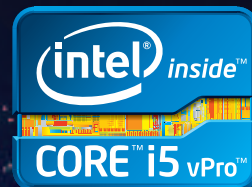
This whole process is time consuming and subsequently takes that officer off of the streets they are hired to protect. In many cases the officer does not have enough suspicion to justify this tedious process, allowing many wanted felons to escape another encounter with a law enforcement officer.

This scenario can be eliminated with the use of a mobile identification device and participation in the FBI's Next Generation Identification (NGI) Repository for Individuals of Special Concern (RISC). The RISC supports mobile fingerprint identification operations on a national level and enables law enforcement to identify the status of an encountered individual to quickly assess a subject's threat level within seconds.

An officer can use a mobile identification device to fingerprint an individual on the scene and within seconds, a response alerts them as to whether an encountered individual is a known or appropriately suspected terrorist, wanted person, National Sex Offender Registry subject, or a subject for whom there is heightened interest. The RISC investigative tool provides the first responders who are most likely to encounter a terrorist suspect with immediate access to intelligence data in the field. Prior to implementation of the RISC as a component of the FBI's NGI Program, local law enforcement agencies with mobile identification devices were only able to capture and search a subject's fingerprints against local and state records. Deployment of the RISC equipped law enforcement with the

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capability to concurrently search a local database and a subset of a national database using a single mobile identification device.

The Florida Department of Law Enforcement has been using the mobile identification devices for over three years. Recently, Florida State Trooper Rickie Zigler identified a vehicle with the headlights turned off as it drove down Interstate 95 near Ormond Beach at 8:09 p.m. Officer Zigler pulled over the vehicle and as he approached the driver's window, he smelled the scent of marijuana. When the driver handed over his identification, the observant officer noticed that the driver's license and bankcard bore different names. With his suspicions raised, Zigler used a mobile livescan capture device to submit the driver's fingerprints for a search against Florida's AFIS as well as the FBI's new RISC. The search returned no matches in the Florida database. However, within one minute the RISC database returned a red hit. The search revealed the driver had an eight-year-old outstanding warrant for murder and aggravated assault, during a drug deal gone bad. The warrant had been entered into the NCIC system by the Gwinnett County (Georgia) Sheriff's Office many years prior to this traffic stop. The driver was immediately arrested and taken into custody.

The Houston Police Department (HPD) has been using the mobile identification devices for over two years and has had much success with the hand-held devices. While participating in a routine inspection for seatbelt violations, a HPD officer pulled over a vehicle for a routine seatbelt violation. The driver of the vehicle could not produce identification and seemed nervous. During routine questioning, the driver supplied the officer his name and home address. The officer was suspicious and decided to utilize his mobile fingerprint identification device. The driver's fingerprints were taken on the scene and transmitted to the Texas Department of Public Safety and the FBI's RISC. The officer received a response within one minute of the submission. The response indicated the name and date of birth provided by the suspect did not match the information returned to the hand-held device. Instead the response indicated that the suspect had an outstanding warrant for Sexual Assault of a Child from Harris County, Texas. The response confirming an active warrant for the suspect was not a hit from the local HPD database, but the confirmation was from the FBI's RISC. The suspect was immediately arrested as a result of the active warrant.

"We asked ourselves how we could use this biometric technology as an investigative enabler," said Unit Chief Brian Edgell with the NGI Program Office's Implementation and Transition Unit, operating under the FBI's Criminal Justice Information Services (CJIS) Division. "How can we use the information that is gathered during an arrest cycle to help us, for example, in a traffic stop or in a random encounter where an

individual does not have identification—or where the officer believes, based on his or her professional experience and training, that the individual is being deceptive or providing a false name or false information?"

The answer was a national mobile identification capability named RISC. The RISC database is made up of biographical and fingerprint information associated with wanted persons, known or appropriately suspected terrorists, registered sex offenders and other individuals of special interest. In all, RISC includes approximately 1.3 million sets of fingerprints, including those of about 600,000 individuals on the National Sex Offender Registry. "Primarily, officers encounter people who have an open warrant from a state or federal court for their arrest, or they are a sex offender," said Edgell. The RISC system is available to process searches 24 hours a day, seven days a week. The database is updated in near real-time, as states upload their data to NCIC. "As soon as a state submits a warrant to the FBI, it is immediately available to the system and therefore it is immediately available for all law enforcement users," Edgell explained.

For many agencies, the concept of RISC will not be new because they already have the ability to launch a roadside query on their local or state AFIS using a mobile-ID device. Lead Analyst David Jones with the NGI Implementation and Transition Unit explained, "What we have done is open up this capability to be a

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Looking into the future, do you see any trends that will strongly affect the law enforcement community in your area of specialty? As Odyssey Battery looks to the future, they see the Electrical Loads continue to move upward putting more demand on the Emergency Vehicle Battery and Electrical System.

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Continued from page 36

nationwide service. RISC gives the police officer access to a searchable national repository of information."The FBI CJIS Division works with representatives from each state typically at the lead state-level police organization to provide network connectivity."The states then disperse their connections and relationships to local agencies within their jurisdictions by county or region," said Edgell. Each agency is responsible for procurement of the upgrades and devices necessary to access RISC. Edgell said that federal grants are available through the Department of Justice and the Department of Homeland Security.

"There are devices as inexpensive as \$2,000 per device and \$15 a month to a cell-phone service provider," said Edgell. "A small, ten-officer, rural agency can buy one or two of these devices and they will be connected just like your major police departments that have large IT infrastructures and staff to support tens of thousands of users. It is lined up to support all of the law-enforcement community without a significant IT investment." The implementation of future NGI increments will bring new capabilities for RISC. For example, one capability is to enable RISC to search against the Unsolved Latent File.

"We have about 600,000 latent fingerprints on file from crime

scenes where there was no match in the criminal master file," said Edgell. "With this planned capability, we would be able to search those latent prints and, if there was a match, notify the agency that submitted that latent print and inform them where the encounter occurred, and point them to the agency that encountered that individual."Some of those responses may be in real-time and some of those may be the next day or in two hours. We are still working out those details, but we are steadily moving in that general direction." Additionally, NGI Increment 4 will provide the ability to return a photo of the individual on the officer's mobile-ID device if there is a hit on a RISC search. "Receiving a photograph is just one more piece of data for the officer to process roadside and to assist that officer in making a tactical decision," said Edgell.

The RISC capability officially moved from its status as a pilot program to a nationwide full operating capability. Now law enforcement agencies across the country have the ability to utilize the RISC and use this technology to enhance homeland and home-town security.

(For more information about NGI and the RISC Program you may visit our website at <http://www.fbi.gov/hq/cjisd/ngi.htm> or by contacting





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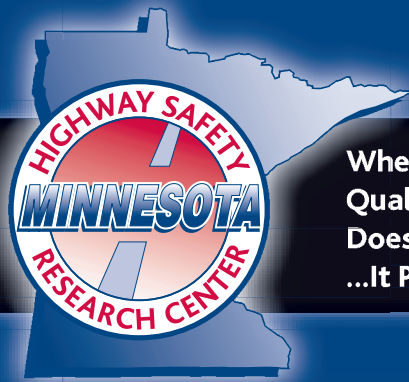
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