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CLEOs Make the Connection

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Creating An Inclusive Culture

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MINNESOTA Police Chief

Volume 35, No. 3 | Summer 2015



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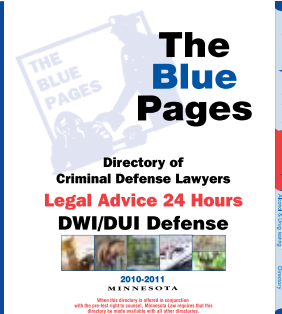
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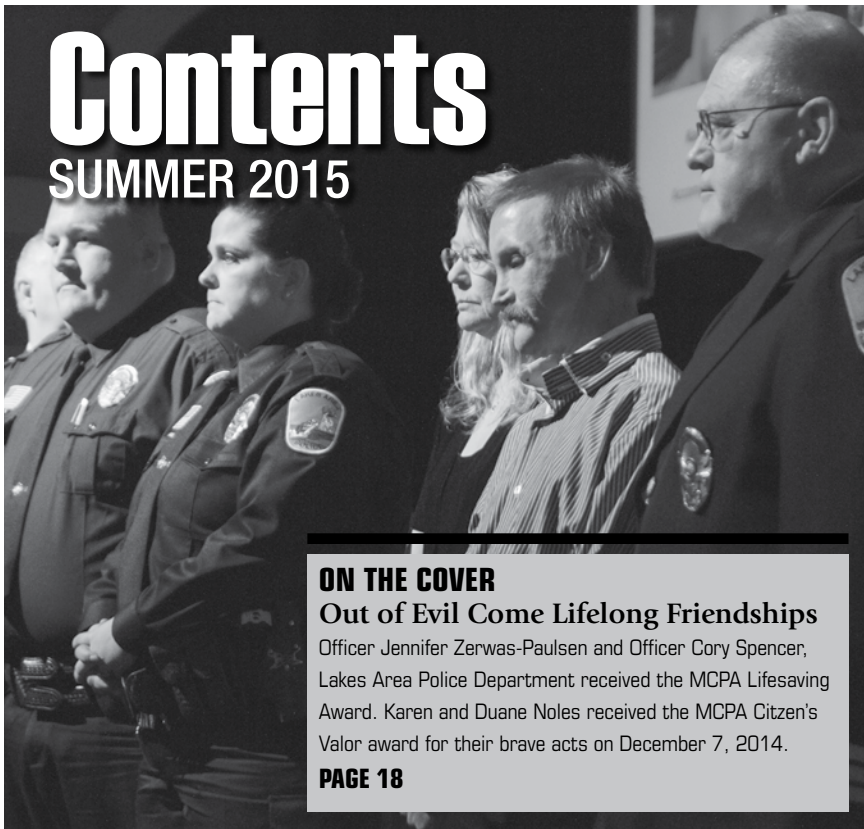
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Out of Evil Come Lifelong Friendships

Officer Jennifer Zerwas-Paulsen and Officer Cory Spencer, Lakes Area Police Department received the MCPA Lifesaving Award. Karen and Duane Noles received the MCPA Citizen's Valor award for their brave acts on December 7, 2014.

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Your Department's Culture and Its Influence in Attracting/Retaining Non-Traditional Candidates

Columbia Heights Chief of Police Scott Nadeau held a forum with non-traditional officers to help police leaders understand the barriers relating to department culture, recruitment and retention. Read about the forum and the officers' advice on this very pertinent issue.

28 2015 EXECUTIVE TRAINING INSTITUTE

Plug-In, the CLEO Connection

Chiefs from around the state connected, listened to informative speakers and enjoyed three days of networking with their colleagues. Highlights from the conference are shared.

32 MCPA BOARD OF DIRECTORS

Meet the men and women who are leading the MCPA.

A Busy Summer Ahead

From the moment I took this job, everyone told me that things slow down substantially in the summer. Usually true, I assume. But since we've just begun the development of new training academies, with the goal of hosting the first new academy next year, things have remained pretty busy.

That said, our typical "busy time" has past and this issue of *Minnesota Police Chief* is focused on recapping some of our biggest events, accomplishments, initiatives and changes over the past few months.

No event, as you know, is bigger than the Executive Training Institute (ETI). And this past April's ETI drew the largest attendance since 2008 (pg. 28). Our awards ceremony, the crowning event of the conference, was also very well attended (pg. 21) as we honored several well-deserved men and women in law enforcement. We're optimistic that you found the ETI educational and entertaining. If you didn't make it, we hope you'll consider going next year. The ETI Committee is already working on a fabulous event for 2016.

Also in April, the Foundation Board held its 6th Annual Gala. Read about it on page 14. Thank you to the CLEOs who attended and to our generous sponsors for their support of the Minnesota Chiefs of Police Association (MCPA) and the profession. The revenue the Foundation board members raised from the event will go back to MCPA members in several ways, including scholarships to our academies, ETI speaker costs and reduced training fees.

In May, we wrapped up our legislative work for the 2015 session. Thank you to the Legislative Committee and co-chairs Chief Gordon Ramsay and Chief Jeff Potts for their hard work and commitment to the process. As you likely know, privacy issues around body-worn cameras and Automatic License Plate Readers (ALPR) dominated the discussions at the State Capitol. Our full legislative wrap-up is on page 7, but I will say that we're pleased to have finally resolved the ALPR issue; look for more guidance from the Association in the next several weeks as the new ALPR law takes effect August 1, 2015.

Finally, we always have a changing of the guard this time of year. Chief Ramsay's term as the MCPA President came to a close in April. I can't thank him enough for his support. His leadership and guidance created a smooth transition for me into this role and kept the organization moving in the right direction.

We also have a new Third Vice President, Hutchinson Chief Dan Hatten, and two new Board Directors, Chief John Harrington from Metro Transit and Chief Stephanie Revering from Crystal. She shares her thoughts about the role on page 35.

And finally, our new President is Chief Hugo McPhee from Three Rivers Park District. Most of you know him, particularly from his work over the past three years with the Region Reps. You can learn more about him by reading his column on page 6. If you haven't met him, I'll tell you that he goes 110 miles per hour, which means, regardless of the season, we'll be busy at the Association over the next year working for you.



ANDY SKOOGMAN
EXECUTIVE DIRECTOR
MINNESOTA CHIEFS
OF POLICE ASSOCIATION



CHIEF HUGO MCPHEE
PRESIDENT
MINNESOTA CHIEFS
OF POLICE ASSOCIATION
THREE RIVERS PARK
DISTRICT

Guardian vs. Warrior

One of my goals and primary objectives when I was elected to the board several years ago, which still drives me in my role as Minnesota Chiefs of Police Association (MCPA) President today, is the effort to enhance diversity at all levels of law enforcement to include entry level as well as promotional levels. Recently, two significant training/discussion events recently occurred in this area which I think are worth mentioning.

The first event was an open forum for chiefs and command staff to listen to a panel of officers with diverse backgrounds on ways to enhance diversity hires and promotions within their agencies. Very forward thinking and thanks to Chief Nadeau, Columbia Heights Police Department, for hosting this forum and helping to shape this important change in today's law enforcement.

The second significant event was the MCPA Foundation bringing in Dr. Patrick Oliver, Cleveland, Ohio (ret.) chief and professor. Dr. Oliver trains on this topic for the International Association of Chiefs of Police (IACP) and is very active with the National Organization of Black Law Enforcement Executives (NOBLE). Dr. Oliver spoke at our diversity roundtable in May and shared great insights on best practices for hiring the most qualified individuals yet actively engaging persons from diverse backgrounds.

A key component to his training was the need for screening panels to follow and share the chief's view on ideal candidates. All too frequently, interview panels, FTOs or background investigators screen out potential excellent hires based on minor nuances or innuendo that the candidate would not be successful, as they don't mirror the qualities the screener finds as needed or required to do the job. This is a huge issue. Does your pre-hiring screening team share your values in officer selection? Or do they insert their own ideas as to what it takes to be successful?

A second key point Dr. Oliver stressed was that the history of law enforcement in our country really is steeped in the Constitution. Everything we do in law enforcement is tied back to the Constitution. Search and seizure, rights to assembly, freedom of speech, incarceration, are all directly tied to the Constitution. In reality, we are essentially protectors of the Constitution, "Guardians" if you will.

Many law enforcement officers view themselves as "Warriors" when it comes to the job, the thin, blue line between anarchy and chaos. Us vs. them, united we stand. These are valued beliefs in our profession, but they ought to not come at the expense of partnering with our communities to create safe cities.

It is far better to be seen as a "Guardian" and protector of rights than be seen as a "Warrior" who, in recent years, has come to be feared and distrusted. Look around, the media has portrayed use of force, most of the time readily justified and appropriate, as an act of violence against an unarmed (and un-threatening) group of innocents. We need to change this perception and it starts with showing those with diverse backgrounds that law enforcement is a rewarding and realistic career choice.

Resolution on ALPRs, Work Ahead on Body Cameras

BY KATHY HAHNE, FAEGRE BAKER DANIELS
CHIEF JEFF POTTS, MCPA LEGISLATIVE COMMITTEE CO-CHAIR

The Minnesota Chiefs of Police Association (MCPA) went into the 2015 legislative session with four main priorities:

1. Reasonable retention time for automated license plate readers (ALPR).
2. Data privacy protections for the use of body cameras.
3. Increased funding for the Financial Crimes Task Force.
4. A traffic diversion program that truly addresses safe driving.



Automatic License Plate Readers (ALPR)

In the end, our legislative team found a compromise on ALPRs that allows departments to keep read data for 60 days. Read data is information collected by an ALPR unit that isn't instantly connected to a crime but stored for future investigative purposes. There are a number of substantial safeguards in the bill to protect drivers' privacy, including restrictions on access to the database, public logs, independent biennial audits and a requirement that agencies adopt an ALPR policy. The bill also requires agencies to report the acquisition of new technology.

Body-worn cameras

Despite the 2015 session ending without an official resolution on body camera issues, MCPA made significant progress on body cameras' data practices classification that sets the stage for the 2016 legislative session.

Sen. Ron Latz (DFL- St. Louis Park) authored a MCPA-supported bill that generally classifies body camera video data as private unless the recording occurred in a public place **and** the incident involved the use of a dangerous weapon by a peace officer or use of physical coercion by a peace officer that causes at least substantial bodily harm,

While the full Senate approved this version as an amendment to the ALPR bill, the House did not hear the bill.

The good news, though, is that this complicated legislative proposal has been approved by one body. MCPA will meet with legislators over the interim in an effort to hit the ground running on this issue during the 2016 legislative session.

*MCPA Legislative Co-Chair
Bloomington Chief Jeff Potts
testifies about the importance of
ALPR retention time.*

Financial Crimes Task Force

The Legislature earmarked funding in the Bureau of Criminal Apprehension's budget to address this.

Safe Driving Diversion Programs

Sen. Matt Schmit (DFL-Red Wing) and Rep. Linda Runbeck (R-Circle Pines/Lino Lakes) introduced legislation that was the same as the compromise language negotiated last year by MCPA and Minnesota Sheriff's Association. This legislation was not heard in this session but it will carry over for possible hearings during the 2016 legislative session.

Other Significant Issues MCPA was Watching in the 2015 Session

Support for agencies dealing with mental illness related calls

Legislature appropriated \$200,000 in new Crisis Intervention Training funding.

Guns

While the public safety omnibus package contained a provision allowing hunters to use suppressors and the package included weak reciprocity language, there were at least two significant enhancements in Minnesota gun laws that improve public safety, including making straw purchasing and the possession of ammunition by a person not legally authorized to do so crimes.

Marijuana/Hemp

There were only technical changes to the medical marijuana law, which goes into effect July 1. This shouldn't impact law enforcement. However, the Legislature approved a pilot program for the Commissioner of Agriculture to oversee the growing of industrial hemp. The major law enforcement concern on this issue is that, while hemp has a significantly lower THC level than its cousin marijuana, there is no field test in place that detects THC levels in the suspected plant material.

No action

The Legislature took no action on changes to forfeiture laws and little to no action on all other MCPA issues.

The MCPA would like to extend a special thanks to the Legislative Committee for their hard work and dedication this session, as well as to the lobby team at Faegre Baker Daniels and Kathy Hahne and Tom Freeman. Hahne will be retiring at the end of the year.

Over the summer we'll be working on best practices for agencies considering the acquisition of body-worn cameras. We're also aiming to meet key legislators in the state House and Senate to work toward a resolution on body camera data classification.

The 2016 session is expected to be short because of Capitol construction. With a March 8 start, it's cutting nearly a month off the front end of session.



MCPA Legislative Co-Chair
Bloomington Chief Jeff Potts testifies
with Sen. Ron Latz (DFL-St. Louis
Park) about the importance of ALPR
retention time.

Walk It Off

I received the following email from a friend recently:

"Hi Pastor Dan,

A cop I know had a challenging call at work today and was pretty shook up. He told his supervisor about it and the response was 'walk it off' and get back to work. I hope it's ok, but I gave him your number and suggested he call you to talk about it. Thanks."

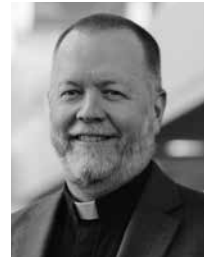
The above email was edited for privacy reasons, but to be honest I really didn't need to make the edits to protect identities. It's a message that I hear with considerable frequency and a message that has been delivered, literally *thousands* of times. Over the years I've heard, and personally said, a variety of different phrases offering similar advice: *Live with it. Suck it up. It ain't gonna kill ya. It's your job deal with it. You gotta grow up someday kid...*

Although the responses seem harsh, let's face it, sometimes these are the only things we can do to get through the moment. Thousands of these comments are made, because we have thousands of experiences that necessitate them. I decided to use the term *thousands* because we have roughly 10,000 sworn officers in Minnesota, who are answering thousands of calls each day. How many days do you suppose it would take to come up with thousands of *challenging experiences*? And who do you suppose is the person that makes these comments most frequently? Yes, some come from supervisors. Most often, we say these things to ourselves. *We* are usually our own worst critic.

Of all the expressions above, I actually use and like - *Walk it off*. But it's important to realize that *how* and *when* you say these words makes all the difference in whether the advice is hurtful or helpful. In my college days of teaching and coaching studies, I learned that *walking off* a twisted ankle could be very helpful. It is a good way to assess the injury, when it's done with attention, compassion, understanding and follow-up. It is also helpful to add a few words to the phrase like, "Try walking it off. See if that helps." If the pain goes away, it was a helpful solution. If the pain persists, you need to look at other options for healing. But remember, when these words are shared with impatience, frustration or anger and with no attention or follow-up, the words and quite probably the injury will be hurtful.

I need to note that when discussing the advantages and disadvantages of "walking it off", it is important to recognize that police officers often face real challenges that have a significant impact on their physical, mental and spiritual health. We must remember that quality comprehensive health care is dependent on a quality *system* of care that involves individuals, their families, their peers, their agencies and their professional health care providers. We need to work together if we want our officers to stay healthy in their mission.

So if you tried *walking it off* and things just aren't getting any better, ask a friend to help you find a care provider for additional help. If you find yourself trying to *walk it off* alone, you can always contact me. I'd be happy to *walk with you* as we look for someone to help you get things working again!



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

The Important Role of Grand Juries in the Criminal Justice System

BY JAMES C. BACKSTROM, DAKOTA COUNTY ATTORNEY

Grand juries have been front and center in the national news recently. While each state has different forms of grand juries, this legal forum has been a fundamental part of the American criminal justice system since our nation's founding. Grand juries have their origin in English law (as much of our legal system does) and were initially created as a check upon the unrestricted power of the sovereign or government to decide who should be charged with a criminal offense.¹ Today, grand juries continue to provide a check and balance upon the discretion afforded American prosecutors in the criminal charging process. They also provide a forum for prosecutors to seek direction from the citizens in cases where the charging decision is particularly difficult given the nature of the case.

A grand jury is an independent decision making body comprised of individuals unrelated to the parties brought before it. In some jurisdictions grand juries must approve all serious criminal charges either before the commencement of a case or before the matter proceeds to trial.² In Minnesota, a grand jury is convened by the court upon the request of the prosecutor and these proceedings are mandated by law to occur before any criminal case goes to trial where the ultimate sanction, if the suspect is convicted, is life in prison.³ This includes charges of first-degree murder, treason and some violent rapes.⁴ In these cases, where a person's liberty could be taken away for life, Minnesota's law appropriately requires an extra check upon a prosecutor's authority to initiate criminal charges without independent review.

Grand juries also often hear cases involving a shooting death caused by a police officer to avoid any appearance of conflict of interest due to the close working relationship between prosecutors and law enforcement agencies. It is also done to assure public confidence in the decision being made.

Grand jury proceedings are not public trials, but rather are private investigative inquiries which must be conducted with absolute fairness. There are specific reasons for maintaining the secrecy of the grand jury process. Unlike a jury trial where the determination by jurors is whether someone has been proven guilty of a crime, grand juries (like prosecutors in the vast majority of cases) are reviewing evidence gathered by law enforcement agencies to determine if someone should be charged with a crime. This important decision-making process should not be one conducted in a public setting as doing so may jeopardize the integrity of an on-going criminal investigation.⁵ In addition, the Minnesota Supreme Court has made it clear on two separate occasions that a grand jury may not issue a written investigation report to the public which could damage the reputation of individuals not formally charged by indictment with a crime.⁶

Secrecy of a grand jury proceeding also exists to encourage witnesses to come forward, to shield persons from public scrutiny of what the grand jury may determine are allegations which are either unfounded or insufficient to warrant prosecution, and to allow the citizen members of a grand jury to make these difficult decisions without threat of reprisal or public rebuke. Many cases presented to a grand jury are high profile in nature. It is not appropriate to place grand jurors in a situation where they could be publicly criticized if their decision is not a popular one in the eyes of some beholders. Unlike prosecutors who have willingly chosen to place themselves

in the public eye, citizen members of a grand jury are not obligated to explain the basis for their decisions, nor should they be subject to public pressure to do so.

In some ways, a grand jury acts as a judge because finding of probable cause is a judicial decision which in the vast majority of prosecutions a judge makes based on evidence collected by law enforcement and brought forth by a prosecutor.⁷

A grand jury, however, also acts as a prosecutor in determining whether or not someone should be charged with a crime given a case's facts. Prosecutors are known as "ministers of justice"⁸ and have a higher ethical standard than simply finding probable cause exists to support a criminal charge.⁹ In addition to finding probable cause, before filing criminal charges a prosecutor must make an independent judgment, based upon the available and admissible evidence, that there is a reasonable likelihood of proving a defendant guilty by proof beyond a reasonable doubt to the satisfaction of all twelve-trial jurors when the case goes to trial.¹⁰ Because grand jurors are in essence making a charging decision in lieu of the prosecutor, they too need to consider whether there is a reasonable likelihood of proving the defendant guilty at trial before finding that criminal charges are warranted.

In some states grand juries can conduct independent investigations without the presence or involvement of a prosecutor.¹¹ This does not occur in Minnesota, which is a good thing. The powers to investigate alleged criminal wrongdoing and to charge someone with a crime are two of the most significant actions a government can take against an individual and it is important to have a prosecutor, who is learned in the law, lead such inquiries.

Leading such inquiries, however, does not mean controlling them. Grand juries are not, as some claim, merely a rubber stamp for what a prosecutor wants to occur.

A grand jury proceeding is not a forum for the prosecutor to argue why someone should be convicted. Prosecutors ensure a grand jury will only hear evidence that will be admissible at trial¹² and that the inquiry is conducted fairly and without bias in any form. Prosecutors are also required to present to the grand jury evidence which may tend to exonerate a suspect.¹³

A charging decision by necessity involves discretion and reasonable minds can differ when weighing the facts, law and interests of justice in determining what criminal charges, if any, are appropriate. Consequently, a grand jury need not be unanimous in its decision. In Minnesota, grand juries consist of 16 to 23 jurors, at least 12 of whom must agree to return an indictment (the name given the criminal charging document in the grand jury process) or a "no bill" (the name given the document signifying that no criminal charges are appropriate).¹⁴

A weak grand jury which fails to charge those who should be charged with a crime, or a reckless grand jury which indicts those who should not be criminally charged, are equally problematic. The private and independent investigations and determinations of a grand jury are, and should remain, an important and integral part of criminal justice in our state and nation.

James C. Backstrom has served as the elected prosecutor in Dakota County, Minnesota, since 1987 and is a member of the Board of Directors of the National District Attorneys Association and of the Minnesota County Attorneys Association.

¹ *State v. Iosue*, 19 N.W.2d 735, 739-40 (Minn. 1945); *Costello v. U.S.*, 350 U.S. 359, 362 (1956).

² 4 Crim. Proc. § 15.1(d) (3d ed.).

³ Minn. R. Crim. P. 17.01, subd. 1

⁴ Minn. Stat. § 609.185 (Murder in the First Degree); Minn. Stat. § 609.385 (Treason); and Minn. Stat. § 609.3455 (Dangerous Sex Offender Sentences).

⁵ *State v. Falcone*, 195 N.W.2d 572, 575 (Minn. 1972); *U.S. v. Procter & Gamble Co.*, 356 U.S. 677, 681-82 (1958).² Minn. R. Crim. P. 18.05, subd. 1; *State v. Roan*, 532 N.W.2d 563, 570 (Minn. 1995).

⁶ *In re Grand Jury of Hennepin County Impaneled on November 24, 1975*, 271 N.W.2d 817 (1978); *In re Grand Jury of Wabasha County*, 244 N.W.2d 253 (1976).

⁷ *State v. Eibensteiner*, 690 N.W.2d 140, 150 (Minn. Ct. App. 2004); Minn. R. Crim. P. 18.05, subd. 2.

⁸ See Comment to Rule 3.8 of the American Bar Association's Model Rules of Professional Conduct and the Minnesota Rules of Professional Conduct.

⁹ Bennett L. Gershman, *A Moral Standard for the Prosecutor's Exercise of the Charging Discretion*, 20 *Fordham Urb. L.J.* 513 (1992); Minn. R. Prof'l Conduct 3.8(a); Model R. Prof'l Conduct 3.8(a).

¹⁰ Bennett L. Gershman, *A Moral Standard for the Prosecutor's Exercise of the Charging Discretion*, 20 *Fordham Urb. L.J.* 513 (1992); Minn. R. Prof'l Conduct 3.8(a); Model R. Prof'l Conduct 3.8(a).

¹¹ Bennett L. Gershman, *A Moral Standard for the Prosecutor's Exercise of the Charging Discretion*, 20 *Fordham Urb. L.J.* 513 (1992); Minn. R. Prof'l Conduct 3.8(a); Model R. Prof'l Conduct 3.8(a).

¹² Minn. R. Crim. P. 18.05, subd. 1; *State v. Roan*, 532 N.W.2d 563, 570 (Minn. 1995).

¹³ *State v. Morrow*, 834 N.W.2d 715, 721 (Minn. 2013).

¹⁴ Minn. R. Crim. P. 18.02, subd. 1; Minn. R. Crim. P. 18.06.

Encouraging News, Summer Campaigns and the Return of Motorcycle Season



MONA DOHMAN
COMMISSIONER
DEPARTMENT OF
PUBLIC SAFETY

Statewide, Minnesota's traffic fatality rate has decreased by 45 percent since the Toward Zero Deaths (TZD) initiative began in 2003. That's impressive given the numbers of drivers, vehicles and miles of roadway have done nothing but increase during that time.

More good news: Minnesota has one of our nation's lowest traffic fatality rates vs. vehicle miles traveled. In fact, based on preliminary traffic-death figures for 2014, the Department of Public Safety (DPS) Office of Traffic Safety projects a final number of 361 road fatalities after statistical evaluations are complete. That would be the lowest actual number since 1944, when 356 people lost their lives on our roads.

Safety belt use is up to 95 percent in this state. Our Minnesota law and your enforcement efforts have made that happen and we know you're saving lives. Additionally, DWI arrests and deaths are on the decline. Through public education and enhanced enforcement, drivers are getting the message to plan for a sober ride. According to preliminary numbers, Minnesota DWI arrests declined in 2014 for the eighth straight year, with at least 1,500 fewer DWI's last year than in 2013. Overall numbers are even more impressive. From 2003 through 2013, annual drunk-driving deaths dropped nearly 59 percent, from 196 to 81.

Other challenges, though, endure or grow even worse. During an enforcement sweep by more than 300 law enforcement agencies in April, officers cited 909 drivers statewide for texting and driving. This compares to 550 drivers cited over a 10-day enforcement period last April. Total numbers of citations annually continue to grow. In 2010, 847 texting/driving citations were issued. In 2014, the preliminary number is 3,200, with 16,900 crashes and 56 deaths also attributable to distraction in that single year.

Overall, the Office of Traffic Safety is attributing about 25 percent of all crashes from 2009 through 2013 to texting and other distracted-driver behavior.

The current public education campaign encourages every driver to "Speak Up" when he or she sees drivers texting behind the wheel. We know that sometimes when logic, encouragement and even enforcement can't get the job done entirely, behavior change can be effected by social pressure. Friends, family members, co-workers and others who insist on responsible driving behavior may have a positive impact on our poor statistical showing in this traffic safety area.

The latest numbers show us that impaired driving still causes about one-in-five deaths and speeding accounts for another one-in-five. Those of you in traffic enforcement are all too familiar with the list. And you'll continue your work on these issues as you participate in enforcement and education campaigns this summer, including a Click-it-or-Ticket event, a speed enforcement effort and a DWI campaign.

The Minnesota Motorcycle Safety Center (MMSC) has geared up for the season. Our state's

first motorcycle fatality took place on March 15, another grim reminder of the importance of our training, public education and enforcement efforts.

Motorcycle safety training is available at 28 Minnesota locations through October, with 10 different courses offered to fit different levels of skill and experience. Last year, more than 6,000 riders participated in MMSC classes.

The MMSC "SMARTrainer" is a motorcycle simulator that combines hardware and software to give the user a reasonable facsimile of a motorcycle ride. It tests the user's skills and allows a novice to understand the challenges involved and it will be featured at several rider gatherings this riding season. If you're aware of an event where it would be useful, contact our MMSC at 651-201-7566.

As we go through Minnesota's heavy traffic season, remember that your presence is essential on our roadways. The Toward Zero Deaths initiative and your everyday efforts in traffic enforcement are saving lives and the numbers prove it. Coordination and cooperation among enforcement, the courts and our other partners are creating a safety net that protects innocent drivers and assures that offenders are apprehended. The DPS and all of our collaborators are grateful for your hard work.

Summer Campaign Dates

July 10-26
Speed Enforcement

Aug. 21 - Sept 7
Impaired Enforcement

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"Saint Mary's University was a turning point for me."

**Janeé Harteau '03, M'06
Minneapolis Police Chief**



A Fun Night of Mingling Helps Advance MCPA's Professional Development

Thanks to the help of our volunteers, attendees and sponsors, the Minnesota Chiefs of Police Foundation Gala was a tremendous success.

We raised nearly \$27,000, which will help keep costs low for our high-quality leadership trainings, fund speaker fees at ETI and other events and providing full-ride scholarships to our academies.



The Land O' Lakes Foundation was an extraordinary benefactor, providing a \$15,000 donation in addition to sponsoring two tables. Taser International and EcoATM were significant sponsors and added to the program's value with presentations on how rapid technology changes are impacting law enforcement agencies.

Special thanks to the MCPA, Nancy, Joe and Andy, for their hard work and the Gala board committee. Aimee Barmore, Ross Manthei, Noah Roen and Amy Koch. Nancy, Ross and Tracy McCarthy especially deserve a big round of applause for all of their work planning the logistics for the event. The Foundation would also like to thank Gary Sirek for putting together the program, Chief Rodney Seurer and his wife for the wine wall and centerpieces, Chief Tim Eggebraaten for singing the National Anthem, Pastor Dan Carlson for the Invocation and Honor Guard members Mike Bonn and Mark Koderick.

For more photos from the Gala, see page 34 and go to mnchiefs.org under the Foundation tab.



Rick Smith, Taser International CEO delivers brief address on the role of technology in policing.



Sara Anderson, Minnesota Chiefs of Police Foundation President, welcomes guests to 2015 Chiefs Gala.



Metro Transit Chief John Harrington listens intently.



MN State Senator Ron Latz



Max Santiago ecoATM's Director of Law Enforcement Relations talks about the services his company offers.



Honor Guard Members Mike Bonn and Mark Koderick open the 2015 Gala.

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Your *Department's Culture* and its Influence Attracting and Retaining Non-Traditional Candidates

BY CHIEF SCOTT NADEAU AND SERGEANT MAGGIE TITUS, COLUMBIA HEIGHTS POLICE DEPARTMENT

The issues related to recruiting and retaining not just qualified, but *great*, non-traditional applicants, are complex and multi-fold. The issues range from the number of qualified applicants that are in a hiring pool at a given time, to ensuring that testing processes are not disqualifying the types of applicants you want to attract. In addition, more progressive programs are needed that recruit, mentor and assist non-traditional candidates to become great police officers. According to RAND's Center on Quality Policing, target populations are "disproportionately unaware, unqualified or uninterested. Lack of awareness suggests a deficiency in outreach actions and events; that is, there is not enough recruitment in areas where demographics suggest that qualified female and racial/ethnic minority candidates could be found." (Matthies et al, 2012)

One area of focus that is often not talked about is the role of your agencies' culture and branding as it relates to attracting and retaining qualified non-traditional candidates. I had been made aware of the role of my agency's internal culture when I was hiring women for sworn officer positions. In other words, while you as a chief or a department are doing research on who may be great candidates, they too are doing research on which agencies may be the best to work at.

...while you as a chief or a department are doing research on who may be great candidates, they too are doing research on which agencies may be the best to work at.

As chiefs who are committed to diversifying our agencies' sworn staff, we cannot continue to blame the system for not attracting enough qualified and diverse candidates, or lamenting that diverse candidates seem to be more attracted to larger agencies. We have to be more proactive. While other articles and studies have centered on recruitment, cadet programs and testing processes, the focus of this article will be on how your department's culture and brand affect the hiring process.

Your Department's Culture and Brand

Each department has its own culture and its own brand. The department's culture is, in a sense, how the department sees itself, its mission and its role in the community. Each department has a distinct culture and "worldview" that is shaped by experiences, the members of the department and department leadership. Your agency's brand is a reflection of how both internal and external stakeholders view your agency.

As an example, in Columbia Heights there have been a number of factors that have helped to shape and reshape the culture of the department over the past decade. Over the past ten years, the makeup of the city has changed and become more diverse. At the high school alone, over 40 languages are spoken. Over the past couple of years, the police officers of the Columbia Heights Police Department have continued to become more involved in the community and strive to learn more about the cultures (primarily East African and Hispanic) that make up the city. As more officers retire, the department has become younger, bringing new viewpoints and experiences through education and life experience. Lastly, our agency has become more diverse in both gender and race. While the majority of our sworn staff is still white males, these changes have had a profound impact.

A Forum to Gain Perspective

I made the decision to consult with a number of non-traditional officers in a forum where they could help police leaders understand the barriers faced and to gain perspectives on issues relating to department culture, recruitment and retention. In other words, I asked the experts. This forum, attended by about thirty police leaders, had a panel representing Black, Latino, Somali and women's police organizations in Minnesota.



Diversity panel representatives

The first question asked of the panel was *“What advice would you give Minnesota police leadership in regard to making their department’s culture more attractive to non-traditional candidates?”* Clear themes emerged from the panel which stressed the need for leadership that was not only interested in hiring employees that reflected the community, but committed to action. There were also considerations that while department leadership was often on-board with diversity, it was often apparent that these thoughts were not shared throughout the ranks. In particular, it was felt that those who were doing background investigations and who were Field Training Officers often did not understand or appreciate the potential and talent that non-traditional officers bring to an agency. An example on perspective was brought up that focused on having an officer who spoke multiple languages, but for whom English was not their primary language. Did those in an agency understand the value of having a bi-lingual officer in how it related to community outreach, or was the focus on the fact that they may struggle more with grammar in report writing?

Instead of focusing on what struggles non-traditional officers may have (and often counting them out before they even start), the perspective needs to change to what these officers bring to the community and the department. Other comments from the panel stressed the need for agencies to be proactive in forming community partnerships and being visible in diverse community gatherings, to consider hiring diverse employees for non-sworn positions and using recruiting teams which included diverse agency members.

The second question asked of the panel was *“What barriers do you feel non-traditional candidates face that could not only keep them from entering or making a career out of law enforcement?”* It was pointed out by the panel that changes within agencies cannot be made unless people understand their own biases. Whether right or wrong, it is impossible to change everyone’s opinions and feelings. But, it is imperative that as police leadership we set the standard of professional behavior and what behavior is not to be tolerated. The panel felt that many non-traditional officers prefer agencies

that already have diversity in their ranks. It is not always easy to be the “first” of anything. They noted Metro Transit Police Department, which has a diverse workforce and regularly recruits people from different cultures at community events and who has brochures and recruitment materials in different languages. Panel members also noted that non-traditional officers will make note of whether their gender, race, or ethnicity is reflected in promotions or specialty assignments. It was clear that they wanted access to the same types of opportunities that are afforded their traditional counterparts.

As the session wrapped up, all panel members agreed that no agency should sacrifice the quality of the officers they hire, non-traditional or not. They stressed that while not everyone is meant to be a police officer, everyone deserves a fair shot. Departments who had a greater understanding of diversity and displayed that to applicants and employees would ultimately be more successful in recruiting and retaining non-traditional officers.

In summary, our citizens expect our agencies to support diversity including the recruitment and retention of diverse police employees. The culture of your agency matters. It is important that department leaders set the tone on diversity while ensuring that the entire agency appreciates diversity and the benefits it brings to your agency and community. For more information on the forum, to include detailed notes from participants, check the MCPA website at www.mnchiefs.org.

Reference: Matthies, Carl E.; Keller, Kirsten M and Lim, Nelson. *Identifying Barriers to Diversity in Law Enforcement Agencies*, RAND Center on Quality Policing, 2012.

Out of Evil Come *Lifelong* Friendships

BY JOE SHEERAN, MCPA COMMUNICATIONS DIRECTOR

Badly battered, deformed to the point of unrecognizable, Duane Noles lay lifeless on the floor of his sister's home—an attacker still pummeling him with “softball mitt sized hands,” according to a responding officer.

It all started minutes earlier. Duane had come over that December day to hang Christmas lights for his sister Karen. “We’re standing on the porch and we see this woman yelling help, help,” says Karen Noles. “I signaled for her to come over, tossed her my phone and told her to lock herself in the bathroom and call 911.”

Within seconds the man who was chasing that woman barreled into the home, knocked out Duane and started beating him. Attempting to save her brother, Karen jumped in and tried to pull off the attacker. She paid the price. A responding officer says she looked like something out of a horror movie, blood soaked, her jaw knocked out of place, with her eyes severely swollen and bruised.

“We generally don’t show up to a scene with a crime still in progress,” says Officer Cory Spencer. As they approached the porch, he and his partner, Officer Jennifer Zerwas-Paulsen, heard thumps from inside. One of the blinds had been knocked out of place, which Spencer used to grab a peek in side.

Spencer’s already pale face lost another shade as he turned to Zerwas-Paulsen. In the next instant, he knocked down the door and arrested the attacker, who surrendered without incident.



At the annual Executive Training Institute Awards Banquet on April 21, Minnesota Chiefs of Police Association (MCPA) proudly presented Officer Jennifer Zerwas-Paulsen and Officer Cory Spencer of the Lakes Area Police Department with its Lifesaving Award. MCPA also awarded Karen Noles and Duane Noles with its Citizen’s Valor award for their brave acts on December 7, 2014.

We generally don’t show up to a scene with a crime still in progress.

The brutality in progress they witnessed in those few seconds was unlike any other Officers Zerwas-Paulsen or Spencer had ever witnessed in their careers. Blood spatter covered the walls, ceiling and countertops.

Officer Zerwas-Paulsen’s shift had actually ended when the call came out. It didn’t sound like much at first but since Noles’ home was on her way she kept an ear on the call. When it escalated to a physical altercation and

she learned other backup was several minutes away she jumped into action.

With the attacker in custody, Officer Zerwas-Paulsen began life saving medical treatment. In the airlift to the hospital, Duane’s breathing was shallow. “I thought for sure he was dead,” she said. Duane spent two weeks in a coma and two more weeks recovering in the hospital.

It turns out the woman who sought the Noles’ help was Jean Nelson. Her brother, who is believed to have schizophrenia and was off his medication, had held Jean against her will in a nearby home. Ms. Nelson had escaped and was running from him when she found Duane and Karen Noles.

But that's just the beginning of this story.

Out of what Officer Spencer describes as a purely evil act, came what's likely to be a lifelong friendship.

"These officers just took it upon themselves to visit," says Karen. "Jenn, she's a real sweetheart. We just spent a lot of time talking and talking."

"We didn't know if Duane was going to make it," recalls Officer Zerwas-Paulsen. "So I asked Cory what about going to the hospital to see them?"

As Duane and Karen began healing physically, they all needed to heal emotionally. For Karen and Zerwas-Paulsen, healing together helped.

We wouldn't always advise this level of blurring the lines between officers' personal lives and what happens on



Immediate Past President Chief Gordon Ramsay (Duluth) presents Officer Cory Spencer with MCPA's Lifesaving Award.

duty recalled Lakes Area Chief Kevin Stenson. But in this case, there's a stronger human factor that we must consider for everyone to properly recover. In the chief's opinion, Officers Zerwas-Paulsen and Spencer's actions

after the attack go above and beyond what the line of duty requires.

Zerwas-Paulsen can't put into words why connecting and spending time with Karen has helped them heal. It just has.

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"I wanted to see the victims in their everyday lives, to replace those horrific images I saw during the assault," says Officer Spencer.

For Karen and Duane, the whole Lakes Area Police Department has become family. "I cook for them, bake for them, whatever I can do," says Karen.

During a time when law enforcement is under such scrutiny, Karen has a message for people who might judge police by nation-grabbing incidents. "All three of us would have been dead" if it wasn't for the quick action of the officers who came to the scene and the well trained dispatchers who guided the entire emergency response.

"Police are here to help, to protect and save lives."



Immediate Past President Chief Gordon Ramsay (Duluth) presents Duane Noles with MCPA's Citizen's Valor Award, also pictured from left to right: Officer Jennifer Zerwas-Paulsen (Lifesaving Award recipient), Karen Noles (Citizen's Valor Award recipient), and Chief Kevin Stenson, Lakes Area PD.



Officers Cory Spencer and Jennifer Zerwas-Paulsen (Lifesaving Award recipients) with Immediate Past President Chief Gordon Ramsay (Duluth)



Karen and Duane Noles (Citizen's Valor Award recipients) with Immediate Past President Chief Gordon Ramsay (Duluth).

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MCPA 2015 Awards Banquet

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- Professionalism
- Contributions to the Profession
- Service to the Department and Community
- Acts of Heroism, Valor and Sacrifice



The Minnesota Chiefs of Police Association (MCPA) would like to extend its gratitude to the Law Enforcement Technology Group for generously sponsoring the 2015 MCPA Awards Banquet.

POLICE CROSS

Given in recognition of the recipient who made the supreme sacrifice, who gave their life in the service of the community, state and country in the highest traditions of the law enforcement profession.

The Minnesota Chiefs of Police Association posthumously awarded Mendota Heights Officer Scott Patrick the Police Cross, the Association's highest honor. It is given to Officer Patrick for his actions on July 30, 2014 in which he made the supreme sacrifice, giving his life in the service of the community, state and country in the highest traditions of the law enforcement profession.

Officer Scott Patrick was born on January 26, 1967 and he grew up



Officer Scott Patrick, Mendota Heights Police Department

on St. Paul's west side with his large family. He attended Humboldt High School where he met and later married his childhood sweetheart Michelle. He was destined to be a police officer having a quick wit, demonstrated care for others and showed talent at diffusing situations. He acted on a recommendation to become a St. Paul Police Explorer and realized that police work was his calling. His first full time job as a police officer was with the Shakopee Police Department. He later was hired by the Mendota Heights Police Department as a Police Officer in 1995. He is survived by his wife of 26 years, Michelle and their daughters Erin and Amy.

MEDAL OF HONOR

Awarded for actions in a single event which demonstrate bravery, heroism and/or self-sacrifice; clearly distinguishing the individual for gallantry and bravery under life-threatening circumstances.

Ramsey Officers Jerad Dixon and Rich Webb demonstrated courage and



City of Ramsey Officers Jerad Dixon (on left) and Rich Webb

quick action after a suspect they were chasing turned and pointed a pistol at them outside of a day care center.

Last August, a staff member from the Learning Lodge Day Care facility in Ramsey called 911 to report a suspicious vehicle. Officer Dixon arrived first and quickly determined something was amiss. After speaking to them, he realized the occupants may be under the influence of a controlled substance. Instincts told Officer Dixon to ask for back up.

As Officer Webb arrived on scene, one of the occupants suddenly fled out of the vehicle on foot running through the parking lot disobeying orders to stop. Officer Webb and Officer Dixon began chasing the suspect on foot toward the doors to the nearby daycare. As the suspect reached the sidewalk and door of the daycare, he turned and pointed a pistol at the officers. Both officers drew their weapons and fired at the suspect. The suspect went down and after kicking aside the pistol, Officer Webb and several responding personnel

immediately began administering first aid. The suspect later died from those gunshot wounds. Interviews with the other occupants of the vehicle revealed that they had been using methamphetamine and the suspect was known to be carrying a pistol. He may also have been involved in a shooting incident in the City of Virginia the previous evening.

Officer Dixon and Officer Webb reacted decisively and while facing a deadly threat their actions protected themselves and innocent civilians from an armed and dangerous suspect.

MEDAL OF HONOR AND CITIZEN'S VALOR

The Citizens Valor Award is awarded to private citizens who voluntarily come to the aid of a police officer or citizens in a situation of criminal activity or other life threatening activity thereby putting their personal safety in jeopardy. Citizens receiving this Award shall have not personal motive or stake in the outcome of the event.

Sergeant Jeremy Ryan and other officers were investigating a burglary when they heard multiple gunshots nearby. During a search to locate who fired the gunshots, Sergeant Ryan encountered a vehicle which fled when Sergeant Ryan attempted to stop it. A short pursuit ensued and the suspect vehicle stopped long enough for a passenger to flee on foot carrying a gun. The vehicle then sped off.

Sergeant Ryan, still in his squad, pursued the armed suspect who was fleeing on foot. The suspect at one point turned and pointed the gun at Sergeant Ryan. Ryan, defending himself, fired and struck the suspect several times, however, the suspect did not go down nor give up and

continued to flee. Sergeant Ryan began pursuing the suspect on foot and continued giving commands to stop and drop the weapon. The suspect yet again turned and pointed the gun at Sergeant Ryan and Ryan again fired on the suspect. The suspect dropped to the ground, but then got up again and resumed fleeing from Sergeant Ryan. Ryan suspected at this point that the suspect may be wearing body armor. The suspect turned on Ryan a third time and he again had to fire to protect himself. This time, the suspect fell to the ground. Sergeant Ryan immediately called for paramedics and began to render first aid.

As Ryan was rendering aid to the suspect, Joseph Garrison exited his home after hearing sirens and gunshots. Mr.

Garrison who had armed himself with a shotgun, checked on Sergeant Ryan asking if he was all right. Sergeant Ryan, knowing he was still alone in this potentially deadly confrontation and not knowing if there were any other suspects in the area, instructed Mr. Garrison to return to his porch and provide cover until assisting officers arrived. Mr. Garrison dutifully provided additional protection for Sergeant Ryan.

Sergeant Ryan displayed exceptional courage in pursuing and confronting an armed suspect



Sergeant Jeremy Ryan, St. Paul Police Department, Joseph Garrison, Chief Tom Smith, Duluth Police Department, Chief Gordon Ramsay.

alone, maintaining calm and composure, ended a dangerous threat to himself and the citizens of St. Paul and ultimately rendered first aid to the suspect. Mr. Garrison demonstrated bravery and concern for his neighborhood and for the police officer sworn to protect him, offering and delivering assistance during a very dangerous situation.

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MEDAL OF HONOR AND MERITORIOUS SERVICE

Meritorious Service is awarded for exceptional achievement and extraordinary valor, service, professionalism and leadership.

Heading to the scene of a December 2014 call, Sergeant Jason Nelson of the Medina Police Department was advised that the subject of the call said he wanted to commit "suicide by cop." Plymouth Police Canine Officer Steven Larson and Hennepin County Sheriff's Deputy Brett Bukkila were also dispatched to the call.

The officers met briefly prior to arrival to develop a response plan to this dangerous and volatile situation. Once on the scene, the subject quickly

fled his apartment on foot into a wooded area. Officer Larson and his canine partner "Knight" began a track into the wooded area. Within a short time, the subject was located in a swampy area. He was wearing a Kevlar helmet, body armor and holding a two-foot machete. Sergeant Nelson engaged the subject telling him repeatedly to drop the machete. The subject continued to refuse telling Sergeant Nelson to kill him. Deputy Bukkila positioned near the subject and attempted to "tase" the subject without success. The subject then charged at Deputy Bukkila swinging the machete and striking the deputy across the upper torso.

The subject attempted to strike a second time but Deputy Bukkila



Medina Sergeant Jason Nelson (Medal of Honor), Hennepin County Sheriff's Deputy Brett Bukkila (Meritorious Service), Plymouth Police Officer Steven Larson (Meritorious Service).

blocked that strike with his ASP baton. Sergeant Nelson then fired two shots incapacitating the man and all three began providing first aid. He was taken to a hospital with non-life threatening injuries.

"The actions of these three officers depict the training, skills and bravery of their character," said Chief

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Edgar Belland of the Medina Police Department. "They tracked down a troubled yet dangerous subject, placed themselves in harm's way and protected each other and demonstrated compassion and bravery in their duties."

LIFESAVING AWARD

Awarded for a single act in which the officer displayed extraordinary performance in his/her duty to save the life of a person that would have likely died if not for the action of the officer.

On a snowy morning in late January 2014, Maple Grove Police Officer Jesse Mathwig responded to a burning Suburban in the center median of U.S. Highway 169 just north of I-694.

The motor was revving and the tires were turning at a high rate of speed indicating that perhaps someone had their foot on the gas pedal inside of the burning vehicle. The fire continued to spread from the rear quickly toward the front of the vehicle which Officer Mathwig could now observe contained an unconscious male. The vehicle's doors were locked and attempts to extinguish the flames had no impact.

Hennepin County Deputy Matt Hagen arrived on the scene and also tried without success to extinguish the fire. The only option left to Officer Mathwig and Deputy Hagen



Maple Grove Police Department Officer Jesse Mathwig, Hennepin County Sheriff's Deputy Matt Hagen with Chief Eric Werner, Maple Grove Police Department and Chief Gordon Ramsay, Duluth Police Department

was to break a window to reach the unresponsive male.

After several attempts, Officer Mathwig was able to break a window using his flashlight and unlock the vehicle's door as the passenger compartment became fully engulfed with smoke and flames. Officer Mathwig and Deputy Hagen pulled the male to safety, administering oxygen and tending to the male's severe burns. They did this as explosions could now be heard coming from the vehicle. The male was eventually transported to the hospital via North Ambulance. He is alive today in large part due to the bravery and courageous actions of Officer Mathwig and Deputy Hagen.

LIFESAVING AWARD

On December 9, 2014, Officer Zachary Ruport and Deputy Brian Birt responded on a call to Walmart of a female who had run away from security officers toward the west. The temperature in Bemidji at that time was about 10 degrees. Officer Ruport and Deputy Birt arrived and followed the female's footprints in the snow as they continued into a wooded area near the local airport. Officer Ruport and Deputy Birt did not give up despite the inclement weather conditions and followed the footprints for approximately four miles traversing deep snow, dense brush, barbed wire, thick woods and a frozen swamp.

Officer Ruport and Deputy Birt's tenacity paid dividends as they came upon the female curled up in a fetal position in the snow and sub-freezing temperatures. Their job was not finished. The female, unable to walk, was carried by Officer Ruport and Deputy Birt about quarter of a mile to a nearby roadway and a waiting ambulance. The female's clothes were



Bemidji Police Department Chief Mike Mastin, Officer Zachary Ruport and Beltrami Deputy Brian Birt.

very wet and her core body temperature at the time was 93 degrees.

Had it not been for the determination of Officer Ruport and Deputy Birt, the female quite likely would not have been found until her life would have been lost.

**Officer Ruport received a scholarship from the MCPA in 2012 assisting him with his law enforcement education, a great investment indeed.*

MERITORIOUS SERVICE AWARD

Meritorious Service is awarded for exceptional achievement and extraordinary valor, service, professionalism and leadership.

For more than eight years, Officer Jameson Ritter, Burnsville Police Department, has demonstrated excellence in numerous assignments including community service officer, patrol officer, EAG Tactical Team member, Dakota County Drug Task Force Agent and is highly respected among his peers.

In 2014, Officer Ritter served on the Dakota County Drug Task Force, working with a "steady, calm and focused persona in the often dynamic and challenging situations the drug task force handles."

Officer Ritter has been described as the consummate team player



Officer Jameson Ritter,
Burnsville Police Department

who is always willing to help others in their investigations, using his talents and expertise to train fellow agents on tactical operations, boosting

confidence among his peers during drug raids.

Recently, he was involved in an illegal steroid investigation surrounding a chiropractor, which led to multiple vehicles and a firearm being seized.

Officer Ritter continues to focus on quality of life issues in Burnsville neighborhoods. In 2014 alone, he wrote and led the execution of 32 drug related warrants in the county, seizing

over \$130,000 in cash and more than \$40,000 worth of property. He also seized 20 firearms in 2014 with five of those firearms from one marijuana search warrant including a loaded assault rifle. Results of that seizure also included removing several children from living in the dangerous and potentially deadly situation of drugs and accessible loaded weapons.

Officer Ritter also is an integral member of the Burnsville Police Department's Emergency Action Group Tactical Team. He was selected as a lead trainer and organizer for the annual South Metro Tactical Team Conference. He is a frequent and respected trainer of other SWAT Teams and their members.

MERITORIOUS SERVICE AWARD

During the previous two years,

Officer Mason Barland, Crystal Police Department, has become an innovative problem solver when it comes to his community's traffic safety complaints. As the department's traffic enforcement officer, he's invited residents with traffic complaints to ride with him allowing them the opportunity to see first-hand the role of law enforcement in traffic safety.

In 2014, Officer Barland conducted 2,118 traffic stops and issued 2,001 citations. In addition to his tremendous work ethic, Officer Barland's actions have helped to motivate other officers to follow his lead related to traffic enforcement. Officer Barland understands that traffic enforcement can be an effective tool to reduce crime. During 2014, Officer Barland made 34 arrests for crimes including warrant arrests, obstructing,

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MCPA 2015 Awards Banquet



Officer Mason Barland, Crystal Police Department and Chief Stephanie Revering.

false information to police, driving under the influence and controlled substances.

In addition, he has revitalized the Agency's Police Reserve Program, serves as a member of the City of Crystal Safety Committee, the Accident Injury Assessment Committee and the Uniform Committee. He has been a departmental representative for the Hennepin County SOP Dispatch



Chief Gordon Ramsay, Duluth and Officer Kris Karlgaard, Breckinridge Police Department.

Committee and the President of the Hennepin County Traffic Advisory Committee.

MERITORIOUS SERVICE AWARD

Throughout the last three years, Officer Kris Karlgaard of the Breckinridge Police Department has been instrumental in the formation of the Southern Valley Special Response Team, currently serving as the team leader, which he balances with his patrol responsibilities. In addition, Officer Karlgaard is assigned part time to the area's drug task force.

Breckinridge Chief Nate Harder notes that Officer Karlgaard consistently performs at a high level in all three areas. In addition, Officer Karlgaard volunteered to become a defensive tactics, less lethal and chemical munitions instructor and serves as a Field Training Officer for new recruits.

Officer Karlgaard is quite simply the "go to guy".

"I have never seen an officer that juggles so much responsibility effectively as Officer Karlgaard. His service truly goes above and beyond what is required and I proudly recommended him for the Meritorious Service Award," said Chief Harder.

PRESIDENT'S AWARDS

This award is given at the discretion of the MCPA president to those that have contributed significantly to the work of the Association, especially during the time of the president's term.



Sheriff Torgerson was honored by Chief Gordon Ramsay, Duluth for his long service to Minnesota's Law Enforcement Honor Guard, which included serving as Honor Guard Commander.



St. Paul Police Commander Ken Reed was honored for his three decades of law enforcement service, which included becoming a leading voice at the Minnesota Capitol for law enforcement issues.

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Plug-In, The CLEO Connection

2015 ETI Highlights

BY MARGARET I. WINCHELL, EDITOR, MINNESOTA POLICE CHIEF, ETI MEETING MANAGER

With the largest attendance since 2008, Minnesota's CLEOs were back to St. Cloud for the 2015 Executive Training Institute (ETI), April 20-22. *Plug-In, The CLEO Connection* provided the theme for three days of education, networking and one of the largest law enforcement expos in the Midwest.

Sunday evening provided an opportunity for a limited number of attendees to participate in the Advanced Skills Seminar, *A Checklist*



Attendees visit with exhibitors in the Law Enforcement Expo.

for Your Challenges. Tina Lewis Rowe presented Sunday evening and opened the ETI on Monday morning with her keynote presentation, *Living Your Legacy*, which built off of Sunday evening's session.

Executive Director Andy Skoogman presented *The State of the Association* during a Monday afternoon general session. Results from the member survey conducted in 2014, the Association's strategic goals, initiatives, trainings and advocacy work were highlighted during this very informative session.

Following Monday's education schedule, MCPA President Chief

Gordon Ramsay, Duluth Police Department, welcomed all attendees and vendors to the President's Reception. For the next hour, all enjoyed an array of hors d'oeuvres while attendees began visiting vendors to learn of the newest products and services in law enforcement.

Richard Lett presented Monday evening's special session. Lett, retired Scotland Yard officer, regaled the attendees with stories of guarding



members of the royal family, including the Queen. He also shared his amazing experiences handling international security for numerous events and incidents including the Queen's Jubilee Celebration, the London Olympic Games and the bombing of the London subway.

The hospitality suite opened Sunday evening poolside at the Best Western Kelly Inn. Attendees watched the Twins win, played cards and caught up with friends and colleagues in a warm and relaxing atmosphere. A warm thanks to retired chiefs Paul Schutte and Carl Sorenson, who year after year put in long hours managing the hospitality

suite, keeping the food and beverages stocked and making sure the suite is inviting to all. Thanks also to the many volunteer bartenders from departments around the state.

Tuesday morning's keynote presentation, *Seven Great Myths about Marijuana/Marijuana at City Hall: Choices with Consequences* was especially relevant with the new medical marijuana law going into effect in Minnesota. Generally, ETI attendees felt



Kevin Sabet's presentation about 'Big Marijuana' was the most informative part of the training, according to the post conference evaluations. Following this very enlightening session, the MCPA welcomed retired chiefs from around the state to their annual luncheon. The retired chiefs appreciated the opportunity to catch up with each other, visited the Expo and check in on what is happening with the MCPA and around the state in law enforcement.

Tuesday afternoon's program offered three breakout sessions, including one for the many new chiefs in Minnesota who are also new to the MCPA and to



Keynote speaker Kevin Sabet and Plymouth Chief Mike Goldstein

the many resources MCPA offers. At the Awards Banquet on Tuesday evening, the MCPA honored those who went above and beyond in the line of duty in 2014, including recognizing Officer Scott Patrick, Mendota Heights Police Department, who gave his life in the line of duty. For a full listing of awardees and to read their stories, see page 21.

Wednesday was a day of breakouts starting at 8:30 a.m. on a variety of topics including how to interact with legislators and influence the legislative process, embracing social media and preparing departments for the inevitable encounters with individuals with autism. Following a quick lunch, attendees were back for an afternoon of more breakouts. The afternoon topics dealt with video and its use by departments, human trafficking, how not to get sued and the always-popular retirement session, which this year included three chiefs who had made very different career and life choices when they retired.

"I believe that the more that CLEOs know the better their respective department will be. With the recent events that have been occurring throughout the United States it is imperative that CLEOs stay on top of these current events. (2015 ETI survey)"

The MCPA would like to extend a special thanks to St. Cloud Police Chief Blair Anderson and his department for being excellent hosts for the event. We thank the exhibitors, sponsors, not only at the ETI but throughout the year, and of course, the attendees who make the ETI a success every year. Mark your calendars for the 2016 ETI, April 18-20 in St. Cloud.

For more photos from the 2015 ETI, see page 47.


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More photos of ETI attendees enjoying great education.



MPCA Chaplin Pastor Dan Carlson at the Association Prayer Breakfast.



Richard Lett and Rogers Chief Jeff Beahen



MCPA Legislative Committee co-chairs Chiefs Gordon Ramsay (Duluth) and Jeff Potts (Bloomington) discuss this session's legislative priorities with Kathy Hahne MCPA lobbyist.



Tina Lewis Rowe and Waite Park Chief David Benrud

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2015 Law Enforcement Expo



Executive Director Andy Skoogman talks with the head of the State Patrol Col. Matt Langer.



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Savage Chief Rodney Seurer (center) selling raffle tickets with Director Cari Gerlicher and Chief Paul Schnell.



Opening Ceremony

Introducing Minnesota Chiefs of Police Association's 2015-16 Board of Directors



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SERGEANT-AT-ARMS

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The Minnesota Chiefs of Police Association is pleased to present its 2015-16 Board of Directors. These professionals are dedicated to the community.



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Term expires: 04/17



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Pastor Dan Carlson (Retired Chief)
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More photos from the fun-filled GALA evening.



Miss Minnesota steps up to help sell raffle tickets.



Savage Police Chief Rodney Seurer greets Honor Guard members.



Pequot Lakes Police Chief Eric Klang listens intently.



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Meet Chief Stephanie Revering, MCPA's New Board Member

1. Share with the members how you came to be in law enforcement, your career. (When you joined the force, departments you've served, when you became a chief, how long, etc.)

I was hired in 1997 as a community service officer with the City of Crystal Police Department while I was attending college. In 1998, I was promoted to police officer where I served as field training officer, background investigator, explorer advisor and general investigator.

In 2003, I was promoted to the rank of sergeant and in 2009 I was promoted to the rank of deputy chief. In 2012, I was appointed police chief with the City of Crystal.

2. How and when did you become associated with the Minnesota Chiefs of Police Association (MCPA)?

I became a member of the MCPA in 2009 when I became a deputy chief. In addition to attending many training programs offered, I have also participated each year in the annual Executive Training Institute.

3. What motivated you to run for election to the board?

I would like to give back to the organization that has been instrumental in providing me with mentorship and educational opportunities over the last several years.

4. What have been some of the most rewarding experiences you've had as an officer and/or as a chief?

The most rewarding experience for me has been having the opportunity to meet and serve with others in the law enforcement community. We are fortunate to have such a great group of dedicated officers and it has been my privilege to be a part of the Minnesota law enforcement family.

5. What have been some of the most challenging experiences you've had as a chief?

The most challenging experience during my time as police chief has been working to keep our department at full strength during a period of high retirements. While we have been fortunate to have a great pool of candidates, the field training and short schedule has been a significant burden on our current patrol staff.

6. Tell us about your family life.

I am married and have two adult stepsons Jason and Jacob. My father is retired police chief Andy Revering from the City of Anoka who has guided me and provided unbelievable support during my career in law enforcement.

7. As a new board member, what do you hope to accomplish during your term?

During my one-year term, I am hoping to assist the board and membership with training ideas that will assist police chiefs and future chiefs in becoming great leaders.

8. What are some challenges you see facing the Association this year and in the coming years?

I worry about the climate of law enforcement and want to make sure our Association stays on top of current training and provides all of our agencies the best tools for our officers. Furthermore, making sure we promote the great accomplishments Minnesota law enforcement brings to the table on an annual basis.

9. Feel free to provide a final overall statement if you'd like.

I am grateful for this opportunity and excited to start working with the board. I truly appreciate the work this organization has done for law enforcement and look forward to contributing.



Le Sueur Police Department

Twenty-Five Years in the Valley of the *Jolly Green Giant*

BY BRUCE KELLY, CHIEF OF POLICE, LE SUEUR POLICE DEPARTMENT

Tell us about your career and how you got started, then how you evolved into your department.

I still remember driving to Le Sueur in my friend's 5.0 red Mustang convertible on a beautiful spring day in 1988. I had only been in Le Sueur a handful of times for sporting events having grown up in the same high school conference. I remember dropping below the big hill to turn onto No. Main Street, thinking this is a good-looking town with a lot of activity. Then as I'm checking the address, I see it, a hundred-year-old

power plant with a large glass front exposing a row of huge Robin Egg blue diesel generators. On the south side of the power plant was a small early 1960s office building with an old squad car shield stuck to a plate of steel identifying this building as the Le Sueur Police Department.

I walked in the double doors and saw a small sign that read, "Ring bell for service". So I rang the doorbell and sounded the loudest air horn I had ever heard. The button was to alert the operators working the night shift in the power plant that someone needed

assistance. After sounding the alarm, I looked to my left and saw a lady sitting at her desk smoking a cigarette and looking at me like, "who is this moron pushing the doorbell."

I introduced myself and announced that I was there to pick up an application for employment. I can still remember the woman handing me the application with this look on her face like good luck buddy you have no chance.

The city of Le Sueur was hiring two police officers and I was third in the running.

I actually started in the next town over, Le Center.

After working nine months in Le Center, I received a message from Le Sueur County dispatch to call Chief Harry Thorau in Le Sueur. He hired me. Chief Thorau and the sergeant said it would be nice if I could stick around for five years before moving on to bigger and better jobs. This was back in June of 1989.

At the time, Le Sueur had five full-time officers, a chief, a sergeant and three patrolmen. We also had a couple part-time officers, about fifteen civil defense members, three full-time dispatcher/operators and a police secretary, Sandy, the woman that handed me my application. We actually shared her with the electric and water departments.

In the late '80s and through the '90s, Le Sueur maintained its own 911-dispatch center at the police station. In the "squad room" we had an Adler manual typewriter and a black police radio that looked like an old rotary phone and that was it. We had two squad cars, one fully marked, one unmarked, and the Civil Defense had a big white 1960 Chevrolet bread delivery truck for the squad.

Early in the 1990s, the Le Sueur Dispatch received an old state computer allowing us to run license plates and driver's licenses through our own dispatch (a huge step forward). Over the next ten years, things pretty much stayed the same; the population grew only a few hundred people. The Green Giant Company which was started as the Minnesota Valley

Canning Company back in 1903 and was a large part of the city's identity, closed canning production in the mid 1990s.

The worst incident that stood out for the Le Sueur Police Department in the 1990s occurred on September 11, 1997 when our high school was on lock down for threats from a student. Sergeant Tom Nelson observed the suspect on the school grounds and chased him into the school's bathroom. Sergeant Nelson checked under the bathroom stalls and still saw no one. As he kicked in the last bathroom stall, he found the suspect with a handgun. They wrestled and as Sergeant Nelson was handcuffing him, he discovered someone was bleeding. Nelson saw his reflection in the bathroom mirror and realized that he

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Old police department-now an engineering firm and beauty shop

had been shot in the head. The small caliber round had just grazed his head. He didn't even hear the round go off.

Officers checked the suspect's vehicle and found several old military weapons he had stolen from his grandfather. At the time, there had not been a mass school shooting, but I am confident if Sergeant Nelson would not have been driving down that street at that precise time, we would have been the first.

In February of 1999, I was promoted to sergeant and in August of that year was promoted to Chief of Police. My first couple of weeks as chief was a little crazy. I was taking over from Chief Thorau and he had been chief since 1976. Everybody wanted to talk to the new chief about everything they wanted to see change.

By early 2000, we were being dispatched out of the county and our department had seven full-time officers. In 2007, the department purchased LETG for our records management. Sometime this year, the rest of Le Sueur County will be on LETG, leading to more accurate information and reduced response times.

In the late summer of 2004, the Le Sueur Police Department had a unique

opportunity of being part of the Presidential Security Force. In August of 2004, President George W. Bush visited a farm site just outside of Le Sueur to stump for re-election. I remember getting the call that the president of the United States was coming to Le Sueur and thinking, "sure he is." That Sunday afternoon, I drove out to the farm site in my old pickup truck and met a man standing on the road in a suit and he said "Good Afternoon Chief Kelly". I had never seen this person before. That's when I knew the president was coming to Le Sueur.

While the president arrived on Marine One, he left in his Presidential Motorcade, requiring all traffic on Highway 169 be cleared from Le Sueur to St. Peter, about a 10-mile stretch of road.

Every little cart path coming to the highway had to be secured by a city, county or state employee and a vehicle to block access to the highway. It was very strange pulling onto Highway 169 and not seeing a single vehicle on the roadway.

In February of 2011, the Le Sueur Police Department finally moved out of the old Power Plant to a converted fire hall in the lower level of city hall. Now converted might sound like a "hand me down" space again, but we were able to build a state-of-the-art police office, giving us our own space for the first time. No longer would a crime victim have to come to the police station and wonder who else would be in our office. It's a modern and secure environment.

We converted three stalls in the fire hall into offices, a lobby, a squad room with kitchenette and two interview rooms. The office is monitored throughout with surveillance cameras

and protected with bulletproof glass. Now when police officers write a ticket it attaches to our records management system and away to court using e-Charging. All the video from an incident is automatically uploaded to our server when the squad pulls up to our office. Now I sign criminal complaints with the swipe of finger while sitting at my desk and all I can think about is wow, we have come a long way from that old Adler typewriter.

Tell us about how your department and community interact. How they work together, challenges they've had to overcome, how population affects the policing now, in the past and changes in the future.

The Le Sueur Police Department was established back in 1852 and has a very long history of working closely with our residents. Over the past twenty-five years the community's population has changed very little but the area around Le Sueur has grown significantly from both north and south sides of the city. Industry in Le Sueur is booming, attracting job seekers from all over the Midwest and beyond. Our officers work with a wide variety of people from a wide variety of cultures and countries.

What are the goals for the department's future?

Our community is changing and we need to change with it. With the metro area just 30 miles to the north and the Mankato regional hub 20 miles to the South, Le Sueur is a perfect location for people that want to live in a small town but can take in professional sports or any type of shopping for just a thirty-minute car ride. Le Sueur has a lot of things to offer as well.

We recently expanded the middle and high schools, remodeled the Mayo-affiliated hospital and rebuilt the community center with indoor/outdoor pools and a large hockey rink.

The community's recently released housing study shows a lack affordable housing stock. The police department wants to be involved in this discussion, which includes changes to rental housing. Our goal is to improve the quality of life for all our residents and remove substandard housing.

The police department sends out more nuisance/blight letters every year. And our hope is with stepped up enforcement we can turn around this issue.

How does the education that the Minnesota Chiefs of Police Association provide help you in your role as chief?

I have been at every Executive Training Institute (ETI) since becoming chief and also attended the second class of the CLEO and Command Academy. I found that the knowledge gained at these events is very valuable.

When you start out as a supervisor or a chief you really don't know what to expect. I know from personal experiences that I thought I knew what to do, but in reality I have done things that I never thought would be done. I find very useful in my day-to-day

activities the information provided through CLEO and Command and the annual ETI. I also believe that the ETI is a great place to meet your peers and find out what's going on outside of your community. There is only one chief in town and sometimes it's nice to hear from other chiefs and know that you are not alone.

What advice would you give to the next chief to take your place?

Be proud of what you have accomplished but don't sit back and think now I can relax. Never settle for that's the way we've always done it, so why change. Law enforcement is in constant change and as the chief you need to be prepared for change.

Finally, I need to mention that I am the Region 9 (South Central) Representative to the Minnesota Chiefs of Police Association. As you know in Region 9 we don't meet very often. I don't have meetings just to have a meeting, but I must say that there are a lot things going on at the Association and I would be willing to set up a meeting to discuss some of them if we had enough interest. Also, if someone from Region 9 is in a more central location to our region and would like to host a meeting that would be great to know also. I am always available for questions, comments or concerns at bkelly@cityoflesueur.com or my office number is 507-665-2041.

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Retired Chief Richard Carlquist

I remember it like it was yesterday. It was unusually warm for a spring day in 1959 when I arrived at the old Bloomington High School, along with over 300 other police applicants. All of us were seeking one of three openings on the Bloomington Police Department. We were directed to numerous classrooms to take a battery of exams that took several hours. Little did I know then that this would be the start of a public safety career that was to embark on a challenging, fascinating journey of 46 years.

I never had an interest in becoming a police officer. At the time, I was enrolled in the Institute of Technology, having completed all of the courses offered in the evening at the University of Minnesota. However, I needed a job where I could work nights and continue with day school. Thus the ad in the Minneapolis Star was intriguing. The City of Bloomington needed cops, cops work nights, right? I needed to finish my remaining three years of the five-year course in day school. So, I started the application process.

After passing the first hurdle, it was on to the prerequisite oral board and physical. The last interview was with Chief Elmer T. Hart. Chief Hart was a recent transplant from Minneapolis Police Department where he had recently retired. After listening to a lecture on why cops get fired, he concluded with, "Do you want the job?" Not really knowing what I was getting into, I said "yes." Best decision ever!

There were 23 sworn officers on the



Chief Richard Carlquist meets President Gerald R. Ford.

department when I was hired. Most were World War II veterans who had seen combat in Europe or the myriad of islands in the Pacific held by the Japanese. A few had been recipients of the Purple Heart. There wasn't any structured training. Just ride with an officer and somehow or other emulate what he did. There was a brief departure from this training by osmosis, when Sam Hardy, the local FBI training officer, would show up on Saturday mornings to teach all of the department members in the rules of evidence and laws of arrest.

Starting in 1961, the department started to change dramatically. Officers were hired six to eight at a time. A suburban police academy was set up by Bloomington and Richfield to provide several weeks of intensive training before the new officer was assigned to a department training

officer. And, the Bloomington city administration felt so strongly about continuing education for the police officers, that all college courses received reimbursement upon receiving a "C" grade or higher. Even my engineering courses were covered. The city manager at the time believed that a department with diverse degrees would be complimentary to the organization as a whole. Eventually, I achieved a degree in sociology and mathematics.

I was promoted to sergeant in 1963 and placed in charge of the juvenile division in 1966. In 1967, I visited the police department in Flint, MI. That department had put in place a team approach to curb juvenile delinquency in their community. It was called Police School Liaison Officer (PSLO). Police officers were assigned to schools on a permanent basis and functioned



Dick Carlquist and his wife Nancy.

as a resource member of a team dealing with troubled youth.

This strategy was a good fit for Bloomington. An article in *U S News and World Report* in 1965 indicated that Bloomington was the youngest city in the world! Over half of the 50,000 plus population at the time was under the age of 18. During the latter half of the 1960s Bloomington's school system grew rapidly with 26 elementary, four junior highs and three high schools (not so today with many schools sold off or used for other purposes). After meeting with school authorities and devising a selection process, seven officers were selected and assigned to the junior and senior high schools.

I served in virtually every capacity, all ranks and divisions, including a one-year stint as acting police chief. My permanent rank was captain. I retired in 1979 to take the Chief of Police position in Plymouth.

Now I was the "old guy"! Most of the current Plymouth members at the time were younger than I was. As Plymouth continued to grow by leaps and bounds, I hired more staff, (officers and civilians). From the get-go we emphasized the importance of "attitude" in the hiring process in both

selecting and retaining qualified applicants. We were looking for officers who not only had common sense, but also applied this virtue in a caring manner.

Members of the Plymouth Police Department were energetic and participative. Ideas

for the direction of the department were channeled from all levels of the organization. Our crime prevention program, community service officer program, DARE and our domestic abuse partnering were all examples of employee initiative.

In 1980, I agreed to chair the MCPA Legislative Committee. That duty took a lot of my time away from the office. The passing of the penalty assessment statute in 1981, which assured

training funds for all police agencies, was worth the time commitment to get it passed. Too many times the training line item in a police agency's budget was vulnerable to the "red pen". Passage of this statute meant that law enforcement could meet the mandates of POST while at the same time continue to professionalize their departments in a most cost effective way.

After my first four years, city administration decided to combine the fire and police departments into public safety. There was no cross training among the members, mostly a way of dealing with budgetary costs of the two departments as one. It wasn't an easy task "marrying" the two community minded organizations together. But, in the end it was worth it. I received council approval to remodel one of the fire stations, replace another station and build a new station in response to a growing



Dick Carlquist as he ended his 32-year law enforcement career to be deputy commissioner of the Minnesota Department of Public Safety. (Photo by Craig Lassig)

Where Are They Now?

community. I had also streamlined the fire budget process to replace rolling stock in a fiscally responsible way. Most important to me, is that I underwent rookie fire school training and had many on site experiences as part of an attack team. The worst tragedy was an early morning fire on New Year's Day when an entire family of four perished.

Just prior to walking out the door and retiring for a second time in 1991, I received city council approval to build a new public safety structure on the city center site. I never got a chance to sit in it, for I was on to the State of Minnesota Department of Public Safety as the Deputy Commissioner.

The best thing about being part of



Chief Carlquist with actor Danny Glover on 9/11.

the DPS was the persons that I worked for and the many friends that I worked with. The worst part was cutting the budget twice and the related complexities in that process. Many different revenue streams make-up the funding sources of the DPS. Some are dedicated and others are general. This

means some divisions such as the BCA catch an unfair disadvantage because of their dependence on general funds. But, by far, the worst issue that I dealt with in two legislative sessions was the bill to abolish the DPS. I testified in numerous committees over the two sessions in response to what appeared to me as a vendetta or just plain folly. With the governor's leadership, we prevailed in the end. One of the more memorable events that I am most proud of is the strategic planning done with the Minnesota State Patrol.

After a brief hiatus in the fall of 1995, I took a position as Public Safety Director/Police Chief with the Metro Council. One of my main duties was the supervision of the

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Chief Carlquist with his wife Nancy and grandson Ben.

Metro Transit Police. In that capacity I was involved in policy making, reorganization and hiring additional staff. There were some incredible members who were former, retired officers. Like all organizations there were some personnel issues to work out, but I must say that I loved that job. I met on a regular basis with a special committee of bus drivers. Our goal was to curb the incidence of violence on the buses. Troublemakers on the bus were usually ejected by the transit cops only to find their way back on a subsequent bus. We implemented a zero tolerance policy and cited all violations. When those citations became warrants (as they usually did) the next encounter became a physical arrest. This greater inconvenience for the lawbreaker led to fewer disruptions on the buses. I originally told my boss at Metro Council that I would only be staying a short time, maybe a year. However, it lasted a little longer.

I had applied several years before for

a Disaster Assistance Employee (DAE) position with FEMA. I thought that this would be the perfect way to slow down, phase oneself out of regular employment into a part-time position and at the same time "see the world". After many years in the queue, I was now being contacted requesting that I make myself available for training. It appeared to be a now or never proposition, so I opted for the offer.

The security cadre that I was assigned to had only 50 members. Our home office was in Washington D.C. Most of the cadre was retired police officers from other states. I was the only one at the time from Minnesota. We could be assigned anywhere from Puerto Rico to Guam. I was deployed only to Presidentially Declared Disasters. The most horrific deployment was to 911. Almost half (22) of our cadre was deployed. I was attached to the Search and Rescue units located at the Jacob Javits Convention Center, just a few miles from the destruction.

Twenty-four of the Nation's 26 FEMA Subsidized Search and Rescue squads were deployed. I won't even begin to describe what the World Trade Center site looked like. To see it in person was like being witness to the aftermath of an atomic bomb blast. Other deployments involved floods, tornadoes, hurricanes, earthquakes, fires and the occasional combination of more than one, such as Katrina.

It's all behind me now. I resigned in February 2006 after 46 years in public safety. In thinking back on being a Chief of Police, I would have to say that the worst part was dealing with a few personnel issues that affected the employee and his/her significant others. Paradoxically, the best part was dealing with many personnel issues that affected the employee and his/her significant others. The best advice I can give is to "listen". All organizations undergo change. Police departments are no different. The chief needs to manage this change proactively. It isn't always easy, but it should not be left to chance. The sign on President Harry Truman's desk said it best, "The buck stops here".

My wife, Nancy and I have 22 grandchildren and 14 great grandchildren. Only one of our eight children still lives in Minnesota. My title now is my favorite one, "Bumpa"! I keep busy with the grandchildren here who all play hockey. An extra driver is needed at times because of scheduling conflicts. I also still do carpentry tasks. It has to be the Scandinavian influence. We live in Minnetonka, near the lake and so far, stay the entire winter!



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Data911

The Minnesota Chiefs of Police Association (MCPA) values its vendor relationships. It is proud to highlight industry vendors who bring vital products and services to the law enforcement community. We are pleased to feature Data911 in this issue.

What geographic areas do you serve?

Data911 serves the United States, Europe, Canada and Australia.

What product(s)/service(s) do you bring to the law enforcement community?

We provide in-car computers, in-car HD video, license plate recognition and body worn video cameras.

What is your company's mission or philosophy?

Our mission is to design and manufacture mobile products and solutions to keep public safety personnel informed, efficient and safe.

Is there something you are particularly proud about your company as it relates to Minnesota's law enforcement community?

Data911's modular, three-piece computer system is ergonomically friendly for today's smaller vehicles. In addition, the dash-mounted display is airbag compliant to ensure officer safety. Our new HD video system provides cutting edge evidence management.

How has your involvement with the MCPA helped your business?

The Law Enforcement Expo during the Executive Training Institute allows us more exposure to agencies, it helps us to understand their needs and explain how our solutions can benefit them. It's also a good way to meet referrals.

Looking into the future, do you see any trends that will strongly affect the law enforcement community in your area of specialty?

For the future we see the increasing demand, requirements and mandates for body worn video cameras.



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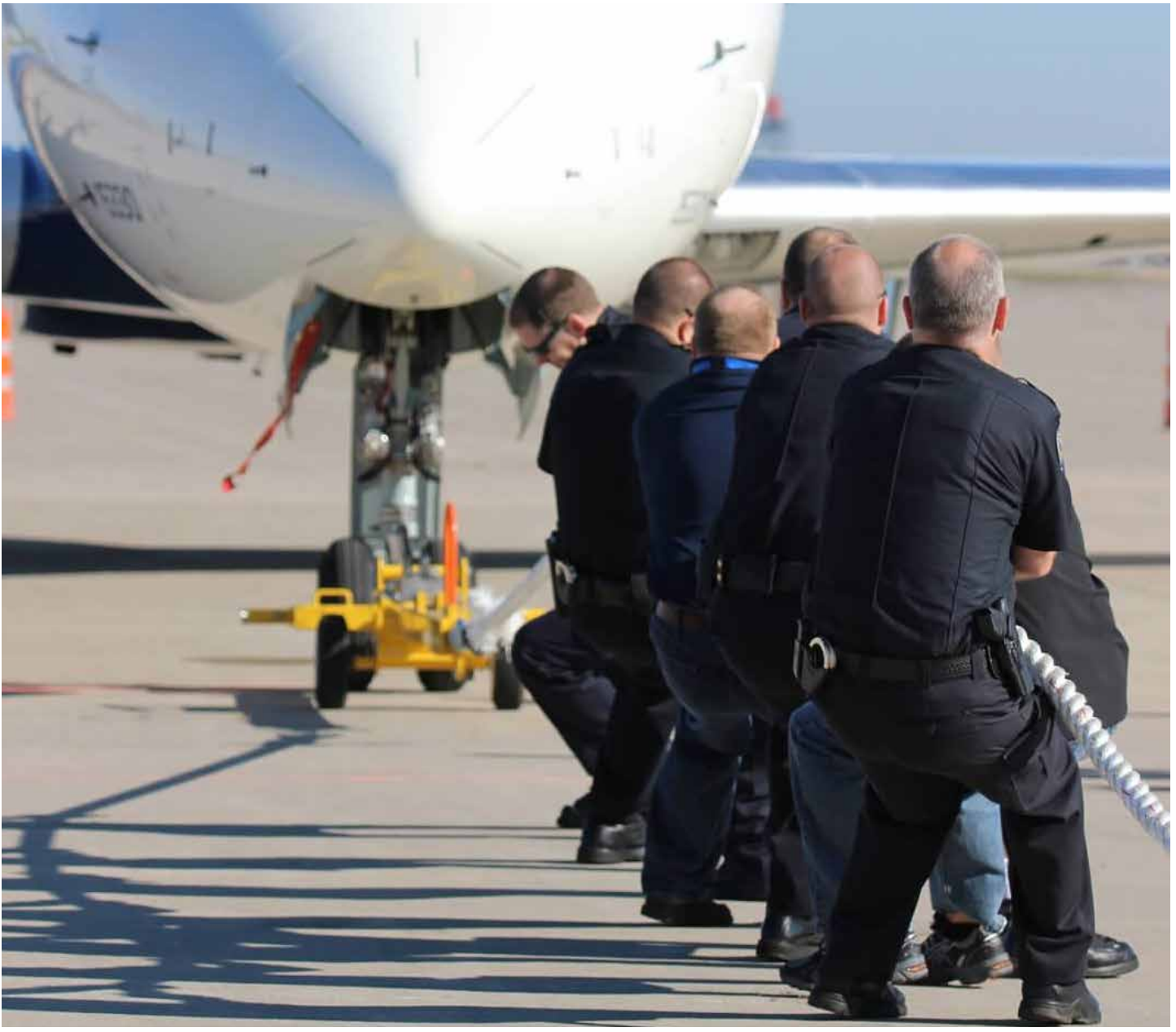
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Law Enforcement Torch Run Presents *Plane Pull* for Special Olympics Minnesota!

The second annual Plane Pull is scheduled for Saturday, September 12 at the Minneapolis-St. Paul International Airport. It is a unique opportunity for teams of up to eight people to compete for the fastest time pulling a Delta jet 25 feet, while supporting Special Olympics athletes!

This event is presented by Minnesota law enforcement as part of the year-round fundraising of Law Enforcement Torch Run events to benefit Special Olympics Minnesota. For more information, visit www.planepullmn.org, or contact Molly Swanson: Molly.Swanson@somn.org or 612-604-1284.





Chief Bud Shaver, West St. Paul



Keynote Bill Kirchhoff during Marijuana at City Hall presentation.



Richard Lett greeting chiefs pre-session.



Association Prayer Breakfast, with Pastor Dan and the Joey Merlino sermon.



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