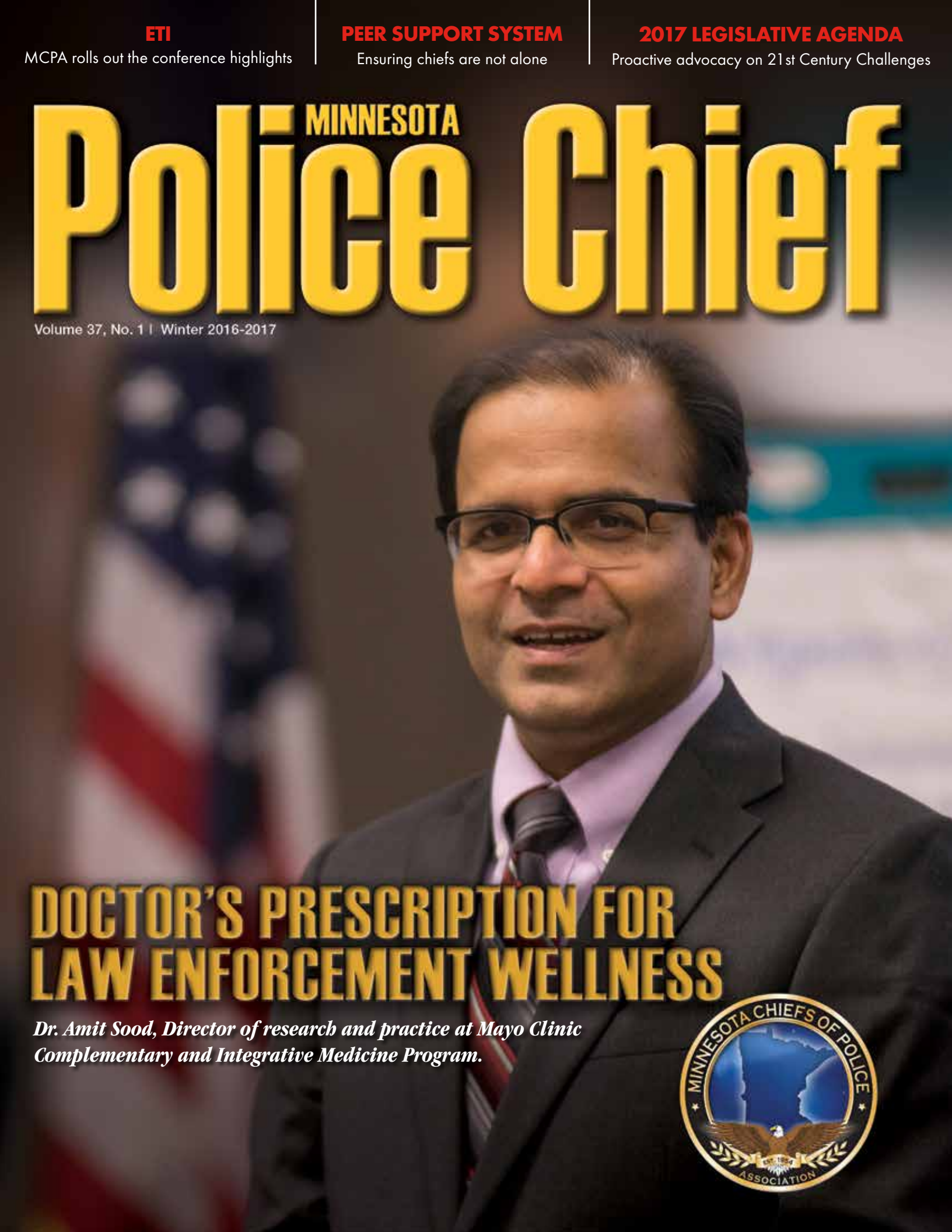
ETI
MCPA rolls out the conference highlights

PEER SUPPORT SYSTEM
Ensuring chiefs are not alone

2017 LEGISLATIVE AGENDA
Proactive advocacy on 21st Century Challenges

MINNESOTA Police Chief

Volume 37, No. 1 | Winter 2016-2017



DOCTOR'S PRESCRIPTION FOR LAW ENFORCEMENT WELLNESS

Dr. Amit Sood, Director of research and practice at Mayo Clinic Complementary and Integrative Medicine Program.

MINNESOTA CHIEFS OF POLICE ASSOCIATION

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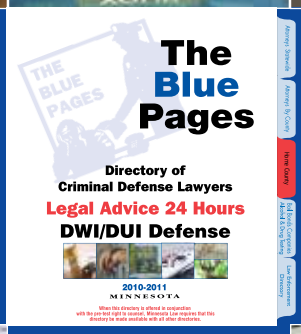

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ON THE COVER
21st Century Law Enforcement Wellness

Wellness has been one of MCPA's focus points for several years, and it's a key pillar in the President's 21st Century Policing report. Recently the Association hosted one of the world's leading experts on resiliency and stress management, Dr. Amit Sood from the Mayo Clinic in Rochester. Check out his Q and A.

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Ensuring Chiefs will never be alone during a time of professional or personal crisis

In this edition's Professional Development column, Bob Jacobson lays out the association's new Peer Support and Outreach System. It will help guide chiefs as they put a plan in place their peers can carry out with them during a personal or professional crisis, such as a line-of-duty death, critical incident, illness or death of a loved one.

12 2017 LEGISLATIVE AGENDA

Proactive advocacy on 21st Century Challenges

The MCPA has established an ambitious agenda for the 2017 session. It aims to address several of the current challenges facing modern law enforcement officers. There are also other important initiatives that will benefit police statewide.

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Partners, Problem Solvers, Protectors: Leading in Turbulent Times

From the latest conversations on body-worn camera implementation to changing negative narratives of law enforcement to the inside track of the Jacob Wetterling investigation, ETI 2017's learning objectives provide law enforcement leaders the insight necessary to "Lead in Turbulent Times."

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MCPA's focus on wellness in 2017

ANDY SKOOGMAN
EXECUTIVE DIRECTOR
MINNESOTA CHIEFS OF POLICE ASSOCIATION

I recently did a quick Google search of the Top 10 New Year's Resolutions and, to no surprise, "staying fit and healthy" is always on the list, oftentimes at the very top.

I then did another google search of how often people achieve their resolutions. Again, the statistics probably won't surprise you. According to one research study from the University of Scranton, only 8% of us are successful at actually doing what we say we want most.

Why?

I'm not an expert. But I believe the answer is simple: staying healthy is hard. It takes a lot of time, work and willpower.

Staying healthy is hard. It takes a lot of time, work and willpower.

Eating right is tough when you're on the run and overscheduled. Sleeping more is challenging when you have Council Meetings late at night and staff waiting for you to make decisions first thing in the morning. Working out is a struggle when you're tired and time crunched. And reducing stress is maybe more difficult today for law enforcement leaders than ever before.

That's why officer wellness is one of the six pillars in the President's Task Force on 21st Century Policing.

At the Association, we've recognized all of this and are responding with new initiatives, new trainings and a new commitment to overall health and wellness, many of which are highlighted in this edition of *Minnesota Police Chief*.

First, on January 11th, we launched the MCPA's Peer Support System, which is aimed at providing psychological, emotional and spiritual support mechanisms for chiefs. Read more on page 8. I want to thank Plymouth Police Chief Mike Goldstein, our 1st Vice President, as well as Chaplain Dan Carlson, Professional Development Director Bob Jacobson and members of the workgroup that designed the system. We don't want any of you to be alone in a time of crisis and this system, I'm confident, will help.

Second, through our outstanding, on-going partnership with the National Joint Powers Alliance (NJPA), in December we hosted one of the world's leading experts on resiliency and stress management, Dr. Amit Sood from the Mayo Clinic in Rochester. You saw his photo on the cover of the magazine and can read his Q & A specifically for law enforcement leaders on page 22.

Third, we recently brought in a physician from Hennepin County Medical Center, Dr. Paul Nystrom, to teach at our *Advanced* CLEO and Command Academy, the cohort style academy that began in September and ends at ETI in April 2017. More on the Academy in the Professional Development Director's column. Nystrom, who is also a licensed peace officer in Minnesota, shattered several myths around food and fitness and gave practical tips on changing your lifestyle to feel better and live longer.

Thanks to the Academy's exclusive training partner, St. Cloud State University, Nystrom taught his course online with the vast majority of students learning from the comforts of their homes or offices – saving on drive time and hopefully reducing the strain on their already overbooked schedules and the stress in their lives.

Finally, in an effort to build on the successes of 2016, the ETI planning committee has made more enhancements to the 2017 conference, including giving the thumbs up to our inaugural *Chief's Challenge*, a 3K Run/Walk thru the historic district of St. Cloud and close to campus. I'm encouraging you to sign up now for the Chief's Challenge when you register for ETI at mnchiefs.org.

Like most people, we hope staying (or getting) fit and healthy is at the top of your New Year's Resolutions. If so, know that the Association is providing a number of resources and opportunities to make it easier for you to actually succeed in 2017.

Nystrom, who is also a licensed peace officer in Minnesota, shattered several myths around food and fitness and gave practical tips on changing your lifestyle to feel better and live longer.

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Framework in place for addressing mental illness issues

CHIEF RODNEY SEURER

PRESIDENT

MINNESOTA CHIEFS OF POLICE ASSOCIATION

SAVAGE POLICE DEPARTMENT

After several months of work and a number of productive discussions, the Governor's Task Force on Mental Health has identified nine specific recommendations for state lawmakers to design, implement, and sustain a continuum of mental health services throughout Minnesota.

As a member of that task force, we started out by outlining 27 principles and 23 challenges facing Minnesota's mental health system. The task force ranked those challenges based on six criteria: Visionary, Important role for the Task Force, Big Impact, Cost Effectiveness, Equity and Disparity Reduction and Urgency. This led to the following five issue areas:

- Immediate Improvements in Crisis Response
- Immediate Improvements in Inpatient Bed Capacity and Levels of Care Transitions
- Redefining and Transforming the Continuum of Care
- Addressing the Governance Structure
- Using a Cultural Lens to Reduce Mental Health Disparities

Task force members broke into five formulation teams to investigate each of these issues in more detail. The teams met separately on a weekly, sometimes bi-weekly basis and then reported back to the whole task force during our monthly scheduled meetings for comment and review. Members were allowed to sit on one or more of the formulation teams.

The three main mental health issues facing law enforcement, which I laid out in my fall article in this magazine, are 1) mental health patients experience a revolving door at medical facilities; 2) the lack of funding for Crisis Intervention Training; and 3) the lack of staff and funding for Crisis Response Teams.

> We all had some concerns as to which recommendation the governor and Legislature would approve and move forward and who was going to be responsible for making sure that there is some type of sustainability and accountability.

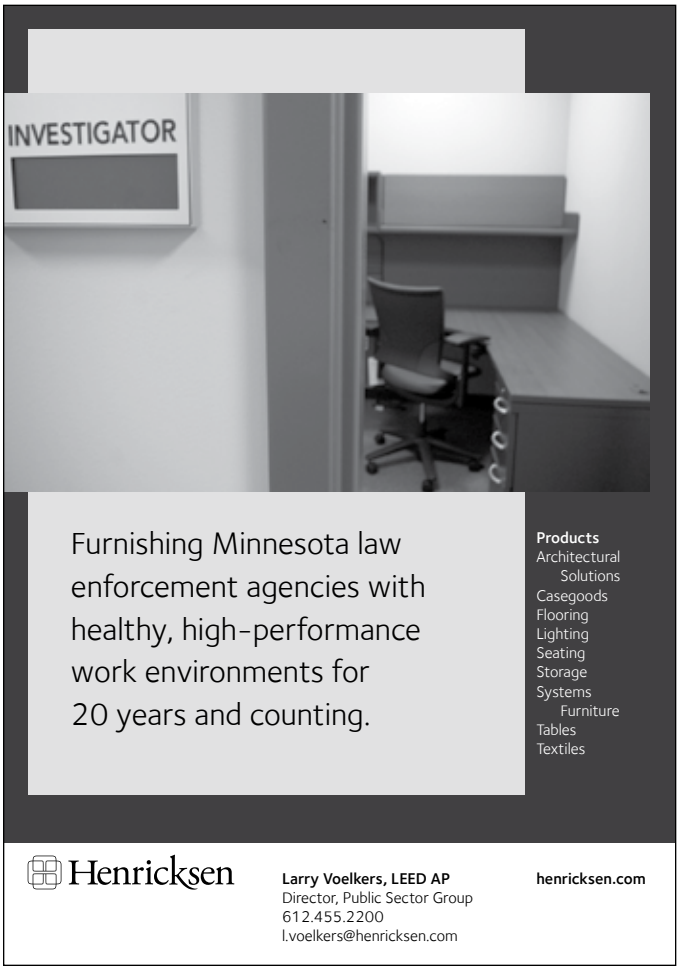
Detective Sara Suerth of the Brooklyn Park Police Department and I worked on the team looking at immediate improvements in crisis response. We identified the gaps within the system across the state of Minnesota and talked about possible solutions such as: the use of telehealth, requiring pre-Service and in-service CIT training for law enforcement *(currently there is a workforce group comprised of members of POST, MSA, MCPA and the MPPOA that is convening to address this issue and collaborating with MNSCU)*, identifying additional resources for those seeking help,

collaborating with the criminal justice system, improving data sharing and collaboration, and further improvements to community services.

I was also a part of the Inpatient Bed Capacity and Level-of-Care Transition formulation team. This team considered establishing an ongoing body to coordinate and oversee work on inpatient bed capacity and looked at the need to increase intensive residential treatment services, require private insurance coverage for services, strengthen housing availability, expand competency restoration, revise the civil commitment process, improve local coordination around crisis response, expand options for parents and their children and support efforts to reform addiction treatment.

On November 7th the task force met for the last time and had a lengthy discussion on the nine recommendations to propose to the Governor:

1. Create a comprehensive continuum of care
2. Strengthen governance of Minnesota's mental health system
3. Use a cultural lens to reduce mental health disparities
4. Develop Minnesota's mental health workforce
5. Achieve parity
6. Promote mental health and prevent mental illnesses
7. Achieve housing stability
8. Implement short-term improvements to acute care capacity and level-of-care transitions
9. Implement short-term improvements to crisis response



On numerous occasions we had to go back to the Governor's Executive Order and remind ourselves of the purpose of the task force, which was to develop comprehensive recommendations to design, implement, and sustain a full continuum of mental health services throughout Minnesota and to advise the Governor and Legislature on mental health system improvements. We all had some concerns as to which recommendation the governor and Legislature would approve and move forward and who was going to be responsible for making sure that there is some type of sustainability and accountability.

Department of Human Services Commissioner Emily Johnson Piper and her staff were remarkable to work with. They spent countless hours making sure that we stayed on task, developed agendas, took minutes and answered numerous questions.

In the end, I am proud of the work of the Governor's Mental Health Task Force and it was an honor to work with each and every one of them. They are some of the most knowledgeable and talented individuals throughout the state of Minnesota. Moving forward, I hope that DHS will reach out to these talented citizens and engage them in moving these recommendations forward to fruition.

To view the full recommendations, go to the Task Force website at: http://bit.ly/2gjdZx6

You are not alone

BOB JACOBSON

PROFESSIONAL DEVELOPMENT DIRECTOR

MINNESOTA CHIEFS OF POLICE ASSOCIATION

This winter and spring, the MCPA plans to more widely roll out our Peer Support and Outreach System, which was conceived by Chief Mike Goldstein, Pastor Dan Carlson and myself, and approved by the Board of Directors last May. As recent events in Minnesota and beyond have unfolded, it quickly became evident this system was important and timely. It is an honor to be tasked with bringing this innovative approach to peer support and wellness forward to our membership.

The Peer Support and Outreach System's goals include:

- Creating an awareness of the need for Chiefs' Peer Support
- The importance of Peer Support in the context of the 21st Century Policing report, including Pillar Six (Officer Wellness and Safety)
- Guiding chiefs as they put a plan in place their peers can carry out with them during a personal or professional crisis, such as a line-of-duty death, critical incident, illness or death of a loved one
- Providing chiefs with tools to be effective peer supporters

Ultimately, the system is to ensure a Chief will never be alone.

In developing this system, we conducted a "beta test" presentation for the Region IV Chiefs at their fall retreat in Detroit Lakes. Those chiefs received the system with open arms and were instrumental in suggesting enhancements and further training. Their feedback was especially valuable in the area of conducting peer support services in a one-on-one relationship.

We plan to conduct these Peer Support System presentations and trainings in all corners of the state. We believe this system will not only enhance professional development among our chiefs but also wellness because every CLEO will have a more formal system of peer support in a time of need.

Special thanks to the working group members who've been helping shape the Peer Support and Outreach System and its objectives:

Chief Mike Goldstein
Plymouth Police Department

Pastor Dan Carlson
Public Safety Ministries

Chief Tim Fournier
New Hope Police Department

Director Cari Gerlicher
MN Dept. of Corrections

Chief Roger Pohlman
Red Wing Police Department

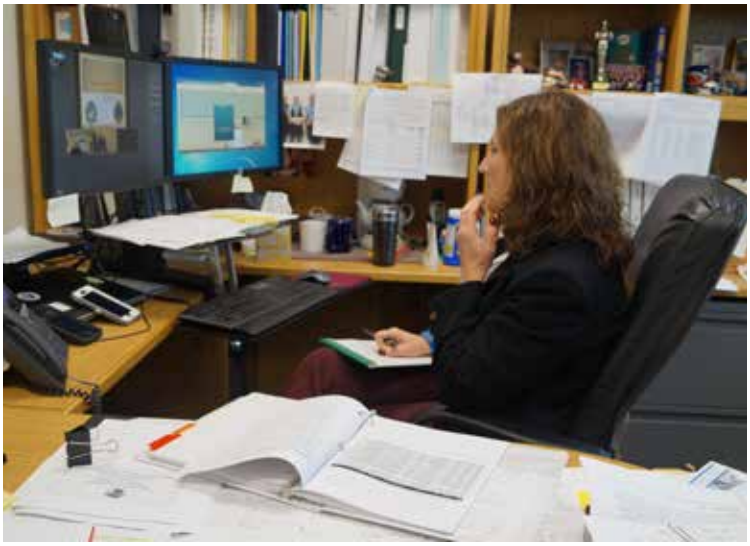
Andy Skoogman
Executive Director

Ultimately, the system is to ensure a Chief will never be alone.

Advanced CLEO and Command Academy Update

With help from our exclusive Advanced CLEO and Command Academy partner, St. Cloud State University, the cohort successfully completed two distanced learning classes on Research Methods and Officer Wellness.

In case this is your first time hearing about the Academy, 25 Minnesota law enforcement leaders from a wide diversity of departments (rural, metro, large and small), began this unique professional development opportunity back in the fall of 2016. It started with a professional development and networking retreat at Breezy Point where students learned about a range of 21st Century Policing topics from national experts, including building community trust, human resources for law enforcement leaders, managing communication styles, implementing



Cari Gerlicher, Director of the MN Department of Correction's Fugitive Unit, participates in an Advanced CELO and Command Academy distance learning session from her St. Paul Office.

body camera programs and, of course, an overview on the President's 21st Century Policing report.

From there, participants were placed into learning groups based on their interest in each of the 21st Century Policing report's six pillars. They've been utilizing what they learned in the classes, their research, and on-the-job experience to address "real world issues" they are facing in their communities.

One tool groups have been using to stay connected as they work on their projects is MCPA's CISCO WebEx video conferencing technology. It's really helped shrink this geographically large state.

The Advanced CLEO and Command Academy culminates with each group presenting its work during a breakout session at the April 2017 Executive Training Institute (ETI). We hope the additional payback for each participant will be a renewed passion for law enforcement leadership and their collective communities.

We are also thankful for generous funding from General Mills and Land O' Lakes, which allowed MCPA to provide this training at half of the anticipated cost to participants.

In closing my first Professional Development Director column, it has been a privilege beginning this next phase of my life and career to work with and for the MCPA. The ability to work with top notch staff, the Board of Directors and our more than 500 law enforcement leaders around Minnesota is a humbling experience. I am committed to continuing the MCPA's work by providing high quality training to our police executives. We are working in challenging times but I believe our efforts can assist in providing the tools, education, training and mentoring support to face the future with confidence.

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2017's Legislative Agenda Proactively Leads the Profession on our Time's Toughest Challenges

Dedicated to the ideals of professional policing, the Minnesota Chiefs of Police Association (MCPA) 2017 Legislative Agenda was developed over a period of several months with input from the state's police chiefs, law enforcement leaders and stakeholder groups. Members of the organization's Legislative Committee, which is made up of public safety professionals at the municipal and state levels, discussed, vetted and prioritized the agenda.

The MCPA Board of Directors approved the final agenda on November 17, 2016.

21st Century Policing Platform – The MCPA supports the state finding ways to implement the recommendations put forward by the President's Task Force Report on 21st Century Policing and upholding our association's mission of bringing the highest quality of police services and leadership to the people of Minnesota.

We will work to pass policies that help retain or regain public trust in law enforcement including:

- Increasing annual POST Board training reimbursement allocation to local agencies and expanding the Peace Officer Training Fund
- Mandating annual Continuing Education requirements for police officers in the areas of recognizing and valuing community, diversity and cultural differences, conflict management and mediation, crisis intervention and mental Illness crises
- Reporting use-of-force data as part of the FBI's data collection initiative
- Collecting pre-service and in-service data on the race and ethnic makeup of police officer applicants and police officers to measure what extent law enforcement agencies reflect the communities they serve and provide a way to measure industry efforts to attract more diverse candidates
- Funding a "Pathway to Policing Fund" that would reimburse municipal and county law enforcement agencies that hire and compensate "second career" individuals while they are completing their licensure requirements

Police Officer impersonation – The MCPA supports legislation that would revise MN Statute 609.475, more clearly defining what is to impersonate a police officer, enhancing the penalties for impersonating a police officer from a misdemeanor to a gross misdemeanor and requiring uniformity in security guard uniforms and vehicles.

Allowing Lights and Sirens on certain types of vehicle escorts – The MCPA supports a change to MN Statute 169.17 to allow law enforcement personnel driving emergency vehicles to use an audible signal by siren and emergency lighting to escort other vehicles for the following events: Military homecoming escorts; Community parades or events; Military or public safety funerals; Participants in major events with an attendance of over 20,000 while leaving or arriving the event

Gun Violence Protective Orders (GVPOS) – The MCPA supports allowing law enforcement, qualified health care practitioners, family members and intimate partners who believe an individual's dangerous behavior has a substantial likelihood to lead to violence to request an order from a civil court authorizing law enforcement to temporarily remove any guns in the individual's possession and to prohibit new gun purchases for the duration of the order.

Revisions to Permit to Purchase Firearms Statutes – The MCPA supports aligning the Permits to Purchase Firearms statutes (MN Stat. 624.7131; 624.7132) with the Permit to Carry (MN Stat. 624.714) statute in terms of a fee structure, the time required for conducting background checks (from 7 to 30 days) and adding the language limiting liability of the law enforcement agency for a permit to purchase holder's actions with a firearm.

Criminal Background Checks – The MCPA supports preventing individuals who are not legally able to purchase a gun from doing so without background checks at gun shows, online or in private transactions.

Hand-held cellphone use while driving – The MCPA supports legislation that prohibits drivers, with a public safety exception, from using hand-held cell phones while driving in an effort to reduce the number of distracted driving crashes.

Statewide licensing of massage therapists – The MCPA supports providing consistency in licensing and centralized oversight of massage therapists in Minnesota to aid local law enforcement in the fight against sexual exploitation, sex trafficking and prostitution.

Permit to Purchase disqualifier – The MPCA supports legislation that would add a conviction for conspiracy to commit a crime of violence as a disqualifier for an individual seeking a permit to purchase a firearm.

Revising MN Chapter 152 to assign weights to marijuana derivatives – The MCPA supports assigning weights to marijuana derivatives such as wax or Butane Hash Oil to assist law enforcement in curtailing dealer activity.

National Criminal Justice Commission – The MCPA advocates for Federal legislation to establish and fund a National Criminal Justice Commission to conduct a criminal justice system comprehensive study. The IACP also supports this concept.

Enhance penalties for repeat shoplifting offenders – The MCPA supports increasing the charge or severity for repeat shoplifters to include conspiracy charges or felony level sentences.

Note: *The MCPA Legislative Committee recommended and the MCPA Board approved forming a working group to study the issue of data collection. The working group would explore what data should be collected and how best to collect the data with the interests of all agencies, urban and rural, large and small, in mind. The working group will provide the MCPA Board with its recommendations.*

MCPA CRITICAL ISSUE FORUMS

Shaping the Future of the Association and the Profession

In an attempt to gather input, ideas and opinions on some of the most important issues impacting Minnesota police chiefs and the policing profession at small and large, urban and rural agencies across the state, the Minnesota Chiefs of Police Association (MCPA) will host two Critical Issues Forums in 2017.

The purpose for hosting the Critical Issue Forums centers on charting a course for the future direction of our Association. The information and ideas gathered from these forums will be used to shape the Associations Strategic Plan, MCPA's guiding document over the next 3-5 years.

- **Tuesday, Feb. 7, 2017 | 10 am – 3 pm**
  Critical Issues Forum (Metro Location)
  (MCPA Training Center)
- **Sunday, June 4, 2017 | 4 pm – 9 pm**
  Critical Issues Forum (Greater MN Location)
- **Monday, June 5, 2017 | 8 am – 5 pm**
  Strategic Planning Session – (Greater MN Location)

NOTE: If you cannot attend the forum, you will still have a chance to provide your feedback directly to the Board and staff in a variety of ways, including a survey of voting members that will go out this spring.

The MCPA Board of Directors invites any interested member to attend the Strategic Planning Session. If you'd like to attend, please contact Executive Director Andy Skoogman at 651-485-7667 or andy@mnchiefs.org.

MCPA Presents Rep Tony Cornish with Legislator Recognition Award

Establishing body-worn camera legislation that protected privacy and ensured transparency was no easy task at the 2016 legislature. Opponents lined up on all sides to oppose law enforcement on this issue. Rep Tony Cornish (R-Vernon Center) was one of our staunchest allies on this legislation.

He helped shape the debate and earn compromise from critics to produce a body-worn camera law that has been hailed as a thoughtful approach to this issue.

For this work and his leadership on several other critical law enforcement issues, we are proud to present Rep. Cornish the MCPA's second annual Legislator Recognition. It was given at our annual Legislator Recognition Luncheon in November with members of our Legislative Committee and MCPA Board in attendance.

The MCPA established the award as part of the Association's strategic plan to raise our voice at the capitol.

MCPA President Chief Rodney Seurer (Savage PD) congratulates Rep. Tony Cornish (R-Vernon Center) for being presented with the Association's Legislator Recognition Award

MCPA Legislative Committee Co-chair Chief Jeff Potts (Bloomington PD) presents Rep. Tony Cornish (R-Vernon Center) with the Association's Legislator Recognition Award

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Being a Public Safety Chaplain

PASTOR DAN CARLSON

CHAPLAIN

EX-OFFICIO BOARD MEMBER

MINNESOTA CHIEFS OF POLICE ASSOCIATION

I have been a public safety chaplain for quite a few years now. Next month I'll reach my ten-year anniversary as a full time chaplain serving with Public Safety Ministries. In that time, I have been blessed with the opportunity to experience chaplaincy services from a wide variety of perspectives, environments and contexts. I have built relationships with chaplains serving in many capacities; public safety, military, health care, institutional, corporate, corrections, volunteer and professional.

> All care providers must understand that they are part of a care system, and to be effective they must work cooperatively building positive relationships with their agencies, their communities and each other.

It is through my chaplaincy experiences, combined with a life embedded in the police, fire and EMS professions, that I have come to have a solid understanding of what it means to be a public safety chaplain. I also believe that the strength of my understanding comes from the fact that when I started in this process, the best I could say about my knowledge of chaplaincy was that *"I had a clue"*, but not much more. The purpose of this message is to share with you, what I believe are some universal truths about providing chaplaincy services in the public safety professions. And by hearing these truths, I hope that you too, can *"have a clue"* on which to build an understanding. And hopefully that understanding will enable you to better utilize, support, and even help provide, the critical services of *The Public Safety Chaplain*.

The Public Safety Chaplain may be better described as: *The "Office of" Public Safety Chaplain*. This office should be understood as a collective identity of *imperfect* individuals, doing their best to carry out the *perfect* ideals and services of chaplaincy. By collectively utilizing the unique and diverse skills, abilities and experiences of individual chaplains, communities will receive a high level of quality and sustainability in their chaplaincy programs and the services they provide.

The fundamental role of ***The Public Safety Chaplain*** is to provide inter-faith spiritual care and support to public safety professionals and the communities they serve. Spiritual care is best provided as part of a comprehensive care plan, that also includes mental health and physical health care services. *Wellness* is the word currently used most often to describe the objective of this comprehensive care plan. All care providers must understand that they are part of a care system, and to be effective they must work cooperatively building positive relationships with their agencies, their communities and each other.

The Public Safety Chaplain provides spiritual care and support to those they serve, through a simple ministry of presence. Their job is to show-up, stay out of the way, and care. The work

of public safety professionals requires that they spend the majority of their time working in the dark and stormy places of our communities, immersed in pain and suffering. It is critical that chaplains share a positive light in these dark places. And they must spend as much time *caring about* those

> Their job is to show-up, stay out of the way, and care.

they serve by getting to know them in times of calm, as well as *caring for* them in times of chaos.

The Public Safety Chaplain must understand and respect the Church and State relationship. A chaplain must recognize that they have a faith-based identity and that they work in that capacity, in a government environment. Chaplains are guests in someone else's house, and must respect that. This is best done by living faith and sharing faith, without imposing faith. The very best way to know when it is acceptable to share faith is quite simple… wait until someone asks.

These are some truths I have learned during my *first* ten years of public safety chaplaincy. These truths are the foundation of how I do my job, and how I plan to continue doing my

> It is critical that chaplains share a positive light in these dark places.

job for the *next* ten years. I have also learned one other very significant truth about ***Public Safety Chaplaincy***… it does make a difference! I'm not a researcher, a scientist, a theologian, nor a scholar. But I am a chaplain, a pastor, a retired cop, a son of a career firefighter, a husband of an educator, and a dad of three kids who have embedded themselves in lives dedicated to educating, protecting, serving, and caring about their neighbors. I know through my experiences and the experiences of those I work with… I ***know*** that bringing the light, by whatever name we give it, the light of all that is good, all that is kind, all that is compassionate, all that wise, all that is caring… all of that light, in this all too often dark world, does make a difference. Wanna join me?

Practical Employee Relations for Law Enforcement Leaders

BY MICHAEL MIRARCHI, EMPLOYEE RELATIONS COUNSELOR, ADVANCED CLEO AND COMMAND ACADEMY PRESENTER

Editor's Note: *The MCPA felt the human resources and discipline information Michael Mirarchi presented at the Advanced CLEO and Command Academy was so valuable, we requested he summarize and share it with the entire membership.*

Through the use of practical employee relations tactics, you can keep yourself and your department out of court and keep your department's and your personal financial assets intact. What follows are some tips extracted from a comprehensive training program dedicated to achieving these goals.

Michael Mirarchi presenting at MCPA's Advanced CLEO and Command Academy, September 2016.

TIP 1 Keep your focus on attendance, performance and conduct.

Leaders are often told that their hiring, firing and other decisions should not be based on any protected status. There are nine under federal law and many more under state and local law. These laws provides employees with a potential legal attack. What is often left unsaid to leaders are two things. First, everybody is in at least three protected statuses. Second, when decisions are based only on attendance, performance or conduct, all legal challenges are invalid. Many employees find this out only in court. You can be effective in preventing your employees from having this regrettable experience.

TIP 2 Be reasonable.

A restaurant manager could not figure out which waitress was sneaking food out by the case. In frustration, he lined up all the waitresses in alphabetical order and demanded from each of them: "Admit you are the thief or point out the thief. I know that you all know who the thief is, so if you don't tell me what you know, that means you are either a thief or a liar and you're fired." None of them told him anything, so he fired all them, alphabetically. Lawsuits, punitive damages and a lot of negative publicity followed. If you wanted to say something positive about his approach to the problem, you could say he was logical. Alphabetical order is about as logical as you can get. Logic is a great tool to solve lots of problems leaders in law enforcement encounter, but not this type of problem. It is a terrible tool to use to solve a relationship problem, whether used at work or at home. How far does logic get you in dealing with your significant other? It's not going to work any better at work. If you use logic to solve a relationship problem, here's its definition in that context: "A systematic method of coming to the wrong conclusion with confidence."

TIP 3 Carefully document the reasons for your decisions.

Carefully prepared documentation can keep sworn and non-sworn employees feeling they are being treated fairly and less likely to sue. You're familiar with the types of corrective action that are available to you to address misconduct, such as a written warning. An additional tool that is worth considering to use is "confidential coaching and counseling." Identify the problem to the employee, ask for and get his commitment to correct it. Next, tell him that if it does not occur again, your documentation of this conversation will not be put in his personnel file. This approach can build trust and a sense of teamwork between you. However, if a second incident occurs, document it and put it and the earlier documentation in the officer's personnel file. That's fair, right?

Michael Mirarchi presenting at MCPA's Advanced CLEO and Command Academy, September

TIP 4 Conversation before documentation.

A leader believes that an officer has "messed up." Instead of talking with the officer, he places a written warning letter in the officer's mail slot and heads out on duty. The officer comes into headquarters, finds the write-up and shows it to other officers. The officer tells them that if their leader had talked with him first, he would have found out that he did not do anything wrong. The leader's reputation for fairness has just taken a big hit. Always talk to an officer before you write him up. This leaves your entire team perceiving you as fair.

TIP 5 Conduct a careful pre-discharge evaluation.

Among the critical questions to be answered are: Is there sufficient documentation of attendance, performance and/or conduct problems to warrant discharge? Does the employee's past record and length of service justify considering an alternative to discharge? Once a termination decision has been made, tell the employee what attendance, performance and/or conduct problems caused it. Do not respond to threats of lawsuits. If you say "Bring it on!" you may find out more about legal defense costs than you ever wanted to know.

Hopefully, the five tips in this article have peaked your interest in getting information on the full program. If so, I expect that I will hear from you. Either way, I wish you a successful and safe career in law enforcement.

Michael Mirarchi is an Employee Relations Counselor, dedicated to helping police departments and other employers avoid employment-related lawsuits through a unique training program, "Reset the Clock: Replace Liability with Credibility - Practical Employee Relations for Leaders." He has presented it over 1,100 times to more than 26,000 leaders at police departments, law enforcement associations and other employers and associations across North America. Reach him at 972-244-3438 or mike@resetclock.com.

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Dr. Amit Sood, Director of research and practice at Mayo Clinic Complementary and Integrative Medicine Program

Managing stress and build resilience with Dr. Amit Sood

Q: What do you hope the officers who attended your course took away?

What's happening in the brain that causes our unhappiness, how to restore and replenish our resilience and how investing as little as five minutes during the day can significantly enhance your wellbeing.

Q: The President's Task Force Report on 21st Century Policing specifically addresses the need for law enforcement agencies to implement or improve holistic wellness programs for their police officers at all ranks. How critical is such a recommendation to the policing profession?

Resilience and holistic wellness is critical for everyone but for those of us who have chosen a psychologically demanding field such as our policemen have, it is imperative to learn how to be the most resilient person we can be.

Q: "Officer wellness" has become a catch-all phrase in law enforcement for any program or initiative aimed at improving the physical, mental and spiritual health of police officers. How do the three elements support each other?

They are synergistic. It's nearly impossible to be in the best physical health but be in terrible mental health. Similarly, it's easier to be in good physical health when you're in good spiritual and mental health.

Q: The culture of the policing profession creates many barriers to what you prescribe. For lack of a better term, it's a macho culture where patience and compassion with and for peers and subordinates can be lacking. How important is it to change police culture in order to improve wellness?

Changing culture takes time. The culture doesn't need to change. We can start with making minor changes in how we live by learning how our brain operates and how we can use it more effectively.

Wadena Chief Naomi Plautz listening to Dr. Sood's presentation

Q: Numerous studies tell us that police officers struggle with stress, depression and suicidal thoughts at a higher percentage than most civilian professions. What is your advice?

Police officers have selected themselves into a very challenging role because it is both psychologically and physiologically demanding. More so than most civilian professions so it's no wonder there is higher stress, depression and suicide rate. The meaning behind what they are doing, protecting people and upholding the law, is likely what has drawn them into such a noble profession. As time goes by, the psychological and physical pain begins to take over the focus on the meaning. The Mayo Clinic Resilience program specifically addresses these challenges and tackles them head on so my advice is to open yourself up to the possibilities and embrace the principles in this program that most resonate with you.

Q: How should a police officer and his family approach the current narrative in the media which includes riots, demonstrations and negativity toward law enforcement?

We all collectively should work toward building a more civil society. The more public sees the role of police officers as supporting and helpful, the lower will be the negativity. The narrative will change with time as the both the public and police come to better understand each other.

Q: Our members often struggle with never being off duty. They are constantly being called, texted and emailed 24/7. For many, they have no choice but to respond immediately. What sort of negative impact does this work cycle have on our health?

Rest is essential to activity. Police officers should get adequate rest so they can be most effective in what they do.

Q: Police officers sometimes retire angry and bitter and are unsure what to do to find happiness. Is there a plan for a healthier retirement?

It is difficult to expect for police officers to retire into a sedentary life after years of intense service. If they can continue to serve a meaningful, albeit less intense role, they will more easily be able to slow down.

Q: Anything else you'd like to add?

We admire, value and respect your work more than you know.

Bemidji Chief Mike Mastin asks Dr. Sood a question

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LEADING *in* TURBULENT TIMES

Minnesota Chiefs of Police Association

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***New Elements** for 2017 Executive Training Institute:*

- Chief's Challenge 3K Run/Walk
- Small agency group pricing (fewer than 15 sworn officers)
- Tuesday Expo Hall Breakfast
- Expo Hall Presentation Stage for more in-depth product demonstrations

***Popular features** returning in 2017:*

- Supervisor's Day with extended breakouts
- Small Agency breakout sessions
- Excellence in Innovation Awards Luncheon
- Non-member Group Pricing
- Conference mobile app

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PROGRAM SUBJECT TO CHANGE WITHOUT NOITCE.

SUNDAY
APRIL 23RD

REGISTRATION OPENS 3:30pm

DINNER - BALLROOM, BEST WESTERN PLUS KELLY INN 5:00-5:30pm

SPECIAL SESSION CRISIS CASE STUDY **5:30-7:00pm**

BALLROOM, BEST WESTERN PLUS KELLY INN

Terrorism Targets Rural Minnesota: An inside look at the St. Cloud Mall attack

Chief William Blair Anderson / St. Cloud Police Department

When a knife-wielding terrorist began stabbing shoppers in a crowded mall, an off-duty officer from a neighboring jurisdiction was there to take him down. The events put St. Cloud and the region's law enforcement agencies in the national spotlight and demonstrated that it's not always large metropolitan communities that are targeted by terrorists. Chief Anderson will provide an in-depth briefing about the investigation, dealing with the national media, multi-agency coordination, and triaging mass casualties.

SPONSOR SPOTLIGHT ***Sponsored by Backbone Consultants*** **7:00-8:00pm**

ROOM KELLY INN

Body Camera and Automated License Plate Reader Audits

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The recent legislation passed governing body-worn cameras and Automated License Plate Readers require independent audits. This session will help provide guidance on what Minnesota police chiefs need to know when considering an independent auditor.

HOSPITALITY SUITE 8:00-11:00pm

BEST WESTERN PLUS KELLY INN, POOLSIDE

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MONDAY
APRIL 24TH

REGISTRATION, REFRESHMENTS and NETWORKING 7:45-8:30am

OPENING CEREMONIES and OFFICIAL MCPA WELCOME - TERRY HAWS A . . . 8:30-8:45am

MORNING FEATURED SPEAKER **8:45-10:15am**

Fact vs Fiction: Changing the police-community narrative

Jason Riley

The national and local narratives that shape perceptions of policing have had a profound impact on the profession at agencies large and small across the nation. Jason Riley's work has helped agencies counter this negative narrative with research and best practices to move the profession past these turbulent times. Riley is a senior fellow at the Manhattan Institute and frequently appears on Fox News programs and occasionally on C-SPAN.

BREAK - LOBBY A/B 10:15-10:30am

MONDAY MORNING TOWN HALL **10:30am–NOON**

To view or not to view: The great body-worn camera question

Eric P. Daigle
Daigle Law Group, LLC

Dr. Bill Lewinski
Force Science Institute

ERIC P. DAIGLE

DR. BILL LEWINSKI

One of the most debated topics around body-worn camera implementation is whether to allow officers to view the footage in use-of-deadly force cases prior to giving a formal statement or writing a report.

Those advocating against viewing the video say it creates a false memory and will compromise the investigation. Those advocating for viewing the video argue officers should not be put in a "gotcha" position. Two leading national experts on the topic will provide the pros and cons of each side of the argument.

EXCELLENCE IN INNOVATION AWARDS LUNCHEON 12:15-1:15pm

Sponsored by 3M and Taser/Axon

GLEN CARLSON WEST

This awards luncheon celebrates the MN Law Enforcement innovations that have resulted in more efficient ways to deliver public safety services. The association recognizes the great ideas of both a small (15 or fewer sworn officers) and large agency.

2016 Large Agency Winner: **Duluth Police Dept.** and **Chief Mike Tusken** for their innovative partnership with St. Louis County that embeds a social worker into the department to help handle mental health calls.

2016 Small Agency Winner: **Breezy Point Police Dept.** and **Chief Kevin Merschman** for their police-paramedic program.

2017 NOMINATIONS deadline is February 1, 2017

Nominations may be submitted by any Minnesota municipal police agency or city or county official on **www.MNChiefs.org**.

The MCPA's Executive Committee of its Board of Directors and possibly a representative from an industry sponsor will judge applications.

All nominations should explicitly address the following four criteria and will be used to judge submissions: (1) **Level of Innovation**; (2) **Effectiveness**; (3) **Ability to Replicate**; and (4) **Overall Impact**.

MCPA BOARD ELECTIONS - GLEN CARLSON. 1:15-1:30pm

MONDAY BREAKOUT SESSIONS 1:35-3:05pm

ADVANCED CLEO & Command Academy Lessons Learned (Exclusive Academy Training Partner – SCSU)

Since September, 25 police chiefs and commanders representing a diverse mix of Minnesota agencies have been working in small groups to research and develop solutions to real world challenges their agencies are facing as outlined in the President's Task Force Report on 21st Century Policing. Select groups will present their findings and implementation plans at this breakout session. This session is a chance for all attendees to learn from their peers about how some agencies are addressing the biggest challenges facing law enforcement across our state.

Small Agency Track: Body Camera Implementation

From complying with the public comment section and independent audits to setting internal policy on how officers should use this evidence gathering and transparency tool, many police chiefs have a number of questions around the new body camera law. This breakout session will provide an overview of the law and best practices in implementing body cameras with an emphasis on the issues facing agencies with fewer than 15 officers.

"When Seconds Mattered" - Technology Can Make the Difference

Presented by Chief Presenting Sponsor Thomson Reuters

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December 2, 2015. A day that forever changed the city of San Bernardino, California. We all know that on that day two individuals struck terror in the hearts of millions in the name of ISIS. We all know the chaos that followed as law enforcement moved to end the threat. And we all know how many innocent lives were lost. However, one question that may never be answered is…how many lives were saved by the actions of law enforcement? In this session, you will hear how with the assistance of technology, many more lives may have been saved than we'll ever know. Of all the resources available to the SBPD, Thomson Reuters CLEAR was the ONLY one that provided the distinct address at which Syed Farook and his wife were found leaving the exact moment undercover officers arrived. Speed, Accuracy, Currency. These are more than words with Thomson Reuters CLEAR. They are our foundational differences…when seconds matter.

LAW ENFORCEMENT EXPO OPENS - TERRY HAWS EXHIBIT HALL B & C 3:15-6:00pm

Meet and greet more than 150 vendors representing a wide variety of industries important to your local agencies.

PRESIDENT'S RECEPTION - TERRY HAWS EXHIBIT HALL B & C 4:15-5:15pm

Join us at the MCPA's Booth to recognize the Chief Presenting Sponsors, hear the MCPA Board election results and enjoy complimentary food and beverages.

AWARDS BANQUET - GLENN CARLSON WEST. . . . . Social time at 6:30pm, 7:00pm start

An evening honoring Minnesota's men and women who have gone above and beyond the call of duty in 2016.

HOSPITALITY SUITE ***Sponsored by Aladtec, Inc.*** 9:00-Midnight
BEST WESTERN PLUS KELLY INN, POOLSIDE

TUESDAY
APRIL 25TH *Supervisor's Day*

REGISTRATION - COMMONS AREA 7:30am-4:30pm

GRAND RE-OPENING OF LAW ENFORCEMENT EXPO
WELCOME BREAKFAST 7:30-8:15am

MORNING FEATURED SPEAKER - TERRY HAWS A **8:45-10:15am**

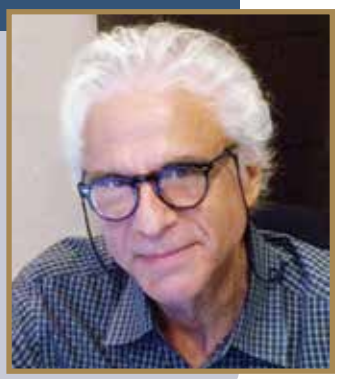
When the Headline is You

Jeff Ansell

Social media's instantaneousness along with traditional media's widening reach has helped put critical incidents in even the most remote places in the national spotlight in minutes. What happens when you and your department are the headline?

In this entertaining, interactive (there will be audience participation) presentation, Jeff Ansell uses his decades of journalism and crisis communication experience to help you:

- Avoid common interview traps and manage problematic questions
- Craft compelling messages that build trust
- Present your agency in a positive, proactive manner



LAW ENFORCEMENT EXPO OPEN / PRODUCT DEMONSTRATIONS NEW . . . 11:15am-1:30pm

SUPER BOWL SECURITY BRIEFING EXPO - DEMONSTRATION STAGE . . . . . **TBD**

Securing the ten days of events around Super Bowl LII will require a tremendous number of police personnel. The extravaganza is expected to draw more than a million guests and 5000 media members from 130 countries.

The Minneapolis Police Department, the lead agency on the Super Bowl Public Safety Planning Committee, will host a presentation on the demonstration stage explaining what resources they will need and how your department can be of service in this SEAR Level 1 event.

MCPA BOARD MEETING ***Sponsored by Security Industry Alarm Coalition*** . . . Noon-1:00pm
PRESIDENT'S ROOM KELLY INN

LUNCH IN THE EXPO HALL Noon-1:00pm
EXPO ONLY ATTENDEES CAN REGISTER FOR $30

RETIREE REUNION 12:30pm

Catch up with your former peers, learn about the latest in law enforcement trends and hear from national experts in policing.

LAW ENFORCEMENT EXPO ENDS 1:30pm

TUESDAY TOWN HALL - TERRY HAWS A **1:30–3:00pm**

Officers down: Keeping a department together after a deadly multi-officer ambush

Chief Carl Dabadie / Baton Rouge Police Department

Chief Dabadie has continued working diligently and innovatively to improve police-community relations and officer safety and morale after the ambush attack that killed two of his officers and a Sheriff's deputy, which had been preceded by a deadly officer-involved shooting. He'll talk about leading his department through turbulent times.

MCPA BUSINESS MEETING . . . . . 3:00 PM - 4:15 PM

The MCPA will provide a progress report on its new Peer Support and Outreach System, which is aimed at providing psychological, emotional and spiritual support mechanisms for chiefs, and ETI Mobile, which will make available a portion of the education offerings at ETI online for members who could not attend the conference.

SUPERVISOR'S BREAKOUT **3:05-4:15pm**

A 21st Century Approach to Mass Protests

TUESDAY BREAKOUT SESSIONS **4:20-5:40pm**

Building critical community relations before the critical incident

Now more than ever, police leaders are focused on connecting with their communities. This experienced and diverse panel will provide details and answers on what has and hasn't worked in building long lasting relationships and networks within diverse communities.

One of the key takeaways from this session is to build culturally relevant approaches for each group. Remember, there's no one-size fits all approach to community building. Expectations of Hmong communities vastly differs from East African communities. Hispanic groups have different cultural norms than African Americans.

Critical Incidents Panel

Drew Evans Superintendent MN Bureau of Criminal Apprehension
Mike Freeman Hennepin County Attorney
David Hauser Otter Tail County Attorney

In the last 18 months, most instances of officers using deadly force in Minnesota and nationally have faced enhanced public scrutiny. The investigative experience and prosecutorial review that follows puts a tremendous amount of stress on a department, especially if it involves inordinate media coverage and public oversight.

This session provides chiefs and supervisors an inside look at the investigative process and factors prosecutors use in determining legal justification. It will also examine the mechanics around using grand juries versus a prosecutor's authority to determine if charges are warranted.

DREW EVANS

MIKE FREEMAN

DAVID HAUSER

Small Agency Track: Expanding tight resources through Social Media

Wyoming Police Department

Every year, more law enforcement agencies start social media programs to establish stronger community relations and solve crimes. Many agencies who have not yet started using social media cite time and staffing restraints as a barrier to entry. This session aims to get agencies re-thinking that paradigm, looking instead at online tools as a force multiplier. Two small agency chiefs will discuss how they've expanded their "follower" base, better connected with their communities and solved crimes using social media.

SPECIAL SESSION **7:00-8:30pm**

BALLROOM, BEST WESTERN PLUS KELLY INN

Going Against the Grain

It takes courage to do what you know is right in the face of criticism. This special session highlights law enforcement leaders who went against the grain, stood their ground and made the tough call to ensure transparency, hold their officers accountable and advance their agencies' mission. Find out how they made their decisions and dealt with the potential backlash.

HOSPITALITY SUITE 8:00-11:00pm

BEST WESTERN PLUS KELLY INN, POOLSIDE

WEDNESDAY
APRIL 26TH

CHIEF'S CHALLENGE 3K RUN/WALK 7:00–8:00am

Promoting wellness and safety goes beyond just talking about it in a class or squad room. That's why the MCPA is challenging chiefs and their supervisory staff to get more active. This inaugural run/walk coincides with the Chief's Peer Support and Outreach System to improve your body, mind and spirit.

NEW

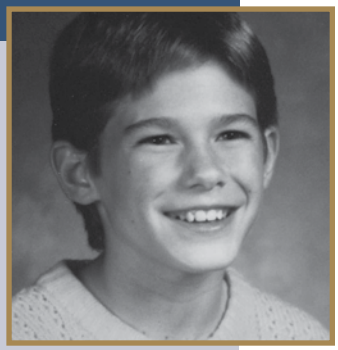
ASSOCIATION PRAYER BREAKFAST 7:30-8:15am
BEST WESTERN PLUS KELLY INN, UNIVERSITY ROOM

REFRESHMENTS & NETWORKING - LOBBY A/B 8:00-8:15am

WEDNESDAY MORNING SESSION 8:15–10:15am

BALLROOM, BEST WESTERN PLUS KELLY INN

Jacob Wetterling Case: 27 years in the making



For nearly three decades, the missing person investigation of Jacob Wetterling has captured the intrigue of Minnesotans. The final sessions of ETI are devoted to examining this case from several angles.

We will take attendees back to the very beginning with some of the original investigators and through the final months and days of this case as authorities closed in on Danny Heinrich. Investigators will share Lessons Learned that may help solve future missing persons' cases and strategies to support victims and their families.

BREAK - LOBBY A/B 10:15-10:30am

WEDNESDAY MORNING SESSION CONTINUED 10:30–11:30am

BALLROOM, BEST WESTERN PLUS KELLY INN

Q&A with BCA and FBI - Solving the Wetterling Case

CLOSING REMARKS FROM
NEW PRESIDENT MCPA MIKE GOLDSTEIN - TERRY HAWS A 11:30-NOON

Minnesota Chiefs of Police Association

2017 EXECUTIVE TRAINING INSTITUTE REGISTRATION | April 23-26, 2017

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Review the Registration Information to the right for details.

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Full Conference Member Registration	$385	$430
Full Conference Non-Member Registration	$545	$585
Law Enforcement Expo Only	FREE	FREE
Law Enforcement Expo with Lunch	$30	$35

GROUP RATE QUALIFICATIONS: *LARGE AGENCIES (16 or more sworn officers) must have **at least 3 attendees** accompanied by **one MCPA member attending the Full Conference**. **SMALL AGENCIES** (15 or fewer sworn officers) must have **at least 2 attendees** accompanied by **one MCPA member attending the Full Conference**.*

Full Conference Non-member **GROUP RATE**	$475	$495
Single-Day **GROUP RATE** (Monday or Tuesday only)	$145	$165
Single-Day (Monday or Tuesday only)	$195	$205
Wetterling Investigation Debrief (Wednesday only)	$100	$120

Additional ETI Events:

Prayer Breakfast Tickets	$30	$30
Hospitality Suite Pass (Sunday, Monday & Tuesday)	$40	$40
Additional Banquet Tickets	$50	$55
Chief's Challenge 3K Run/Walk	FREE	FREE

Visit **www.mnchiefs.org** and click on ***ETI Register Now*** for **online registration**.

Make checks payable to: Minnesota Chiefs of Police Association
Mail payment to: 803 Old Highway 8, Suite 1 - New Brighton, MN 55112

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IMPORTANT REGISTRATION INFO
Review ETI details before registering.

SPECIAL REQUESTS:
It is our goal to make your ETI experience enjoyable; please indicate any special needs or requirements (ADA, dietary, etc.). The Minnesota Chiefs of Police Association will do its best to meet those needs.

Full ETI Registration:
- SUN–WED Sessions
- Law Enforcement Expo
- MON-TUES Lunch, TUES Breakfast
- MON President's Reception
- MON Social Hour & Awards Banquet
- WED Chief's Challenge 3K Run/Walk

Separate registration is required for the **Prayer Breakfast**, **Hospitality Suite** and **additional Banquet tickets**.

NOTE: Members of the Minnesota Chiefs of Police Association, other state Chiefs of Police Associations and the Minnesota Sheriffs' Association may register under the member rate. New member applications can be obtained from the Minnesota Chiefs of Police Association Administrative Offices at **651-457-0677** or online at **www.mnchiefs.org**.

Group Rates:
- Large Agencies with 16 or more total sworn officers must have at least 3 attendees.
- Small Agencies with 15 or fewer total sworn officers must have at least 2 attendees.
- Must have at least one MCPA member full registration from your department to be able to register any staff under the Single-Day rate or Group Rate.

Law Enforcement Expo Only:
- Access to Law Enforcement Expo only
- *Must be a public safety or government IT professional to register for Expo*

Single-Day Registration:
- **MONDAY**: Sessions, Law Enforcement Expo, Lunch, President's Reception
- **TUESDAY**: Sessions, Law Enforcement Expo, Lunch
- **WEDNESDAY**: Sessions, Wetterling Investigation Debrief

CANCELLATIONS: Cancellation requests must be in writing and received by MCPA Headquarters no later than March 18, 2017. A **$50 Cancellation Fee** will be withheld. Refunds to be processed after May 16, 2017.

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Council on Law Enforcement and Community Relations: Best Practices and Recommendations

BY COMMISSIONER MONA DOHMAN, MINNESOTA DEPARTMENT OF PUBLIC SAFETY

As you know, Governor Dayton established a Council on Law Enforcement and Community Relations last month. The council will identify strategies to improve relations between Minnesota communities and law enforcement officers, review best practices, and recommend specific reforms. They'll present their preliminary recommendations to Governor Dayton and the Minnesota Legislature by February 15, 2017.

I've heard it said, "These are challenging times for law enforcement officers." I've also heard it said that "there is great opportunity here to work together." I believe both are true, and increased trust between us and the public we serve can only benefit all of us.

Recent tragic events in Minnesota and around the country have tested the relationship between law enforcement and the communities you serve. It is essential that there be strong trust between law enforcement and those communities. That trust is built on relationships and an understanding of each other's concerns about the present and vision for the future.

That's why the Governor's Council on Law Enforcement and Community Relations is so important.

It will help ensure that voices are heard and points of view are recognized as we continue to work toward a safer Minnesota. It will bring everyone to the table to identify best practices and reforms to make sure our justice system works for everyone – including you, your staff, and the people you serve. The work of this council can identify when and where change is necessary and, ultimately, provide recommendations for the Governor and the legislature to consider.

St. Cloud Police Chief Blair Anderson represents the MCPA on the Governor's Council on Law Enforcement and Community Relations. We are grateful for his willingness to step up and lead through these difficult discussions.

> Policing depends upon a foundation of collaboration and trust between the police and neighborhood residents.

As Grand Rapids Police Chief Scott Johnson and Council Co-Chair said, "Policing is not done in a vacuum or apart from the community. Policing depends upon a foundation of collaboration and trust between the police and neighborhood residents. Our hope is that the members of this Council will be able to provide residents and police officers with practical ways that relationships and trust between the police and communities can be strengthened."

Seeking understanding, learning from each other, building upon the good work that has been done across this state – these are the ways we can all grow and work together. It's a thoughtful approach that, I believe, can yield thoughtful results.

I have had the privilege of serving in law enforcement for over 34 years and have served with some of the finest women and men in our state, including many of you. Every day, you put others before yourselves as you work to serve and protect the people in your community, your county and our state. That is no small thing.

I trust that the work of this council will be good for our communities and all of Minnesota. And I want you to know I'm grateful to you, your colleagues, and your staff for the hard, selfless work you do every day to keep the people of Minnesota safe.

Building comradery; expanding intra-department communications

BY CHIEF TONY PAETZNICK, PUBLIC SAFETY DIRECTOR, NEW BRIGHTON DEPARTMENT OF PUBLIC SAFETY

In modern times, buzzwords like "openness" and "transparency" have become synonymous with the communication styles of community-oriented policing. Using social media to quickly and widely disseminate messages, police department Facebook pages and Twitter accounts have replaced the traditional press release mechanism to share agency news. Today's law enforcement Public Information Officer (PIO) likely spends more time texting and posting online than talking on the phone or crafting a written document. Like other contemporary law enforcement agencies, the New Brighton Department of Public Safety employs a variety of communication efforts to engage constituents in our community about police activity, crime alerts, prevention measures, safety reminders, and overall tell a greater story not only about what we do, but more importantly, who we are as an agency.

But with all of this focus on external communication, we recently found in the City of New Brighton that one consumer group with whom we could better share information on a more frequently updated basis was our very own employees. Yes, we had roll calls occurring at shift change to exchange information. Important notices were posted on bulletin boards in strategic places through our Public Safety Center. Email messages were sent with timely intelligence bulletins. Outlook calendars contained a variety of personnel and facility schedules. Spreadsheets tracked specific neighborhood complaints. Online submission forms yielded citizen input to our agency for extra patrol and enforcement requests. Yet with these many sources of information, accessing them all independently became a burdensome task.

In an effort to centralize all of this daily law enforcement data, we used the existing technology infrastructure of our building that was constructed in 2003. Our Public Safety Center had been outfitted with a number of traditional tube TVs throughout the facility in key offices and common areas, but in many cases these were infrequently used in more recent years. Working with our municipal IT staff, we created a repeating PowerPoint presentation that displays on

the screens. Our only financial investment was a relatively inexpensive computer to coaxial cable adapter to transfer the output.

Named the NB COP (Common Operating Picture) Channel, our office staff regularly updates the slides to maintain a one-week forecast for agency members to view at any time during their shift. This includes training reminders, public education events, volunteer group activities, scheduled time off, officer safety/intelligence information, extra patrol requests, ongoing neighborhood-oriented policing issues, facility use schedules, secondary employment assignments, and commendations to staff for exceptional performance. Both text and photos are used to deliver the messages, with thoughts of incorporating recorded video segments in the future. All of the information is condensed to several slides that automatically cycle through in less than a minute.

As any law enforcement professional has experienced, internal communication in a 24-7 environment can be challenging when persons can go for days, weeks, or even months without seeing some of their coworkers face-to-face. While the NB COP Channel cannot replace traditional face-to-face dialog and other communication methods, it does create a greater understanding amongst all personnel, in every rank and assignment of the organization, and allows our Public Safety staff in the City of New Brighton to deliver even more effective and efficient services to the residents of this community.

Minnesota Law Enforcement Torch Run (LETR) Celebrates 30 years

BY CHIEF RODNEY SEURER – POLICE CHIEF, MN LAW ENFORCEMENT TORCH RUN EXECUTIVE COUNCIL

Congratulations, Minnesota!! The Minnesota Law Enforcement Torch Run Program received top honors at the International Law Enforcement Torch Run Conference held in Phoenix Arizona, September 15 - 17, 2016. With over 1,000 law enforcement officers from around the world in attendance, the Minnesota delegation proudly accepted the awards on behalf of the men and women within the law enforcement community who participated in events across the state throughout the year.

The Law Enforcement Torch Run for Special Olympics is the movement's largest grass-roots fundraiser and public awareness vehicle. At its most basic level the Torch Run is an actual running event, in which officers and athletes run tehe Flame of Hope to the Opening Ceremonies of local Special Olympics competitions and State and National games. Annually, more than 85,000 dedicated, compassionate and volunteer law enforcement officers participate in the torch run throughout 35 nations, 12 Canadian provinces and 50 US states, raising more than $50 Million USD for local Special Olympics programs in 2013 and over $500 Million since its inceptions in 1981.

The Minnesota Law Enforcement Torch Run (LETR) is celebrating 30 years of supporting the athletes of Special Olympics Minnesota (SOMN). LETR seeks to spread the work about Special Olympics worldwide, championing acceptance and inclusion for people with intellectual disabilities. The LETR is more than just a run and encompasses a variety of fundraising vehicles such as T-shirt and merchandise sales, special event to include polar bear plunges, tip-a-cop, building sits, golf tournaments, Jail-N-Bail and host of other events.

The Law Enforcement Torch Run transforms communities by inspiring people to open their minds, to accept and include people with intellectual disabilities, celebrating difference among all people, recognizing and respecting the similarities we all share. For athletes and officers alike, the Law Enforcement Torch Run for Special Olympics is a story

of success, love, respect and commitment between law enforcement officers and Special Olympics athletes.

To the CLEO's and their organization who have been involved in the Law Enforcement Torch Run program, THANK YOU for your continued support. If your organization is not involved, would like to get involved or are interested in the LETR program supporting over 8,000 Special Olympics Athletes, you may contact any one of the following LETR Executive Council members or go to the MN LETR website: http://specialolympicsminnesota.org/get-involved/

Sergeant Jim Nystrom, U of M Police
Co-Director MN LETR program
nystr017@umn.edu

Officer Jennifer Fordham, Mendota Heights PD
Co-Director MN LETR program
jennyf@mendota-heights.com

Chief Rodney Seurer, Savage Police Department
MN LETR Executive Council
rseurer@ci.savage.mn.us

Sheriff Kevin Torgerson,
Olmsted County Sheriff's Office
MN LETR Executive Council
Torgerson.kevin@co.olmsted.mn.us

MN LETR Executive Council Members Sheriff Kevin Torgerson, Olmsted County and Chief Rodney Seurer, Savage Police Department

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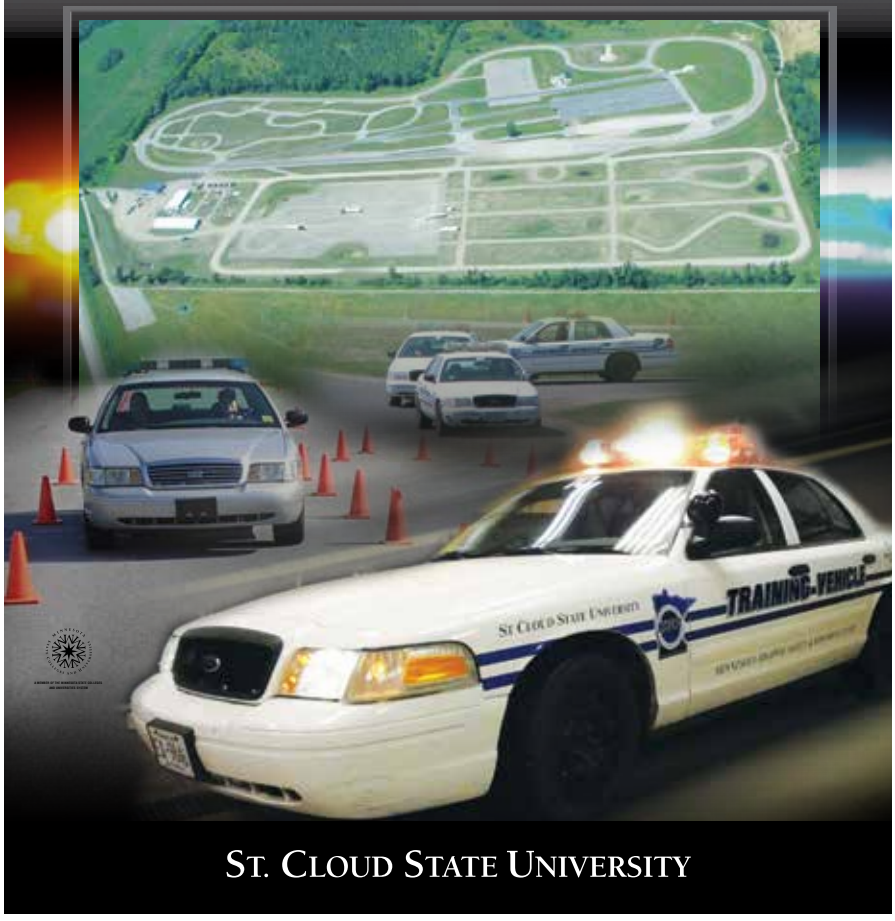

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Department Profile

Securing the 41st Ryder Cup

Chaska Police Chief Scott Knight confers with staff

Chaska Sergeant Kyle Gibbons with USA fans

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For more information, contact Kristen LeRoy at kleroy@lmc.org or (651) 281-1268.

Plunge Season Is Here Again!

The Polar Plunge is presented by Minnesota law enforcement as part of the year-round Law Enforcement Torch Run ® to benefit Special Olympics Minnesota. It is a unique opportunity for individuals, organization and businesses to support Special Olympics athletes by jumping into frigid Minnesota waters.

Participants of the Polar Plunge raise a minimum of $75 and take a dip into one of Minnesota's frozen lakes. Plungers can also choose to raise additional funds, earning more incentives along the way. With 19 locations throughout the state, there is a Polar Plunge for everyone - come experience this fun and exciting event for yourself!

2017 POLAR BEAR PLUNGE

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Feb. 18 – Duluth
Feb. 18 – Prior Lake
Feb. 25 – South Metro
Feb. 25 – Anoka County
Feb. 26 – Alexandria
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Mar. 3 – Brainerd
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Mar. 18 – Grand Rapids
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For more information on the Polar Bear Plunge and to register online, visit **www.plungemn.org**.

QUESTIONS?
Contact us at **plunge@somn.org**.

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