



MINNESOTA CHIEFS OF POLICE ASSOCIATION
DEDICATED TO THE IDEALS OF PROFESSIONAL POLICING



BOARD OF DIRECTORS

Meeting Minutes

November 20, 2014

10:30 A.M.

MCPA Office – 1951 Woodland Drive, Woodbury, MN 55125

In Attendance:

Gordon Ramsay, Andy Skoogman, Joe Sheeran, Susan Engel, Nancy Viking, Cari Gerlicher, Jeff Tate, Jeff Potts, Dan Hatten, Mike Risvold, Dan Carlson, Mike Goldstein, Paul Schnell, Jeff McCormick, Eric Klang, ? Pete Orput?

10:30 a.m. The meeting was Called to Order by President Gordon Ramsay

Opening Invocation by Chaplain Carlson

Special Guests: Nate Gove, Executive Director of the POST Board, Peggy Strand, Education Coordinator at POST Board

Nate Gove introduced himself as the new Executive Director of the POST Board, reviewed his background, and noted that he is excited to work with stakeholders, to enhance the profession. He noted that he welcomes input from chiefs to put in place the revised Learning Objectives established by the POST Board.

He introduced Peggy Strand, POST Board Education Coordinator, who presented proposed revised Learning Objectives. She reported that development of a curriculum process and job task analysis was done by a panel. Charts of duties and tasks were identified. A survey was done with 185 law enforcement agencies in 74 counties in Minnesota. A manual titled “How to Be A Peace Officer” has been created with 750 objectives (compared to the previous 153). In looking for what to test for on an exam, four categories are included: Core competencies, Law Enforcement knowledge, Performance of Peace Officer duties, Tools, Techniques, and Tactics.

Dave Bentrud suggested that facilitators in regions be identified to train the trainer, simplify the process and get it to MCPA association members. The goal would be to get the information to all regions,

Jeff Tate commented that the Learning Objectives are solid, but there is a need to update classroom study and skill sets. Those in the profession who teach should have input.

Bentrud suggested a two-hour meeting to brainstorm on how to assist Peggy in getting the information to

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regions.

Hugo offered to help Dave.

Hugo made a motion to partner with the POST Board in refining how to bring the new Learning Objectives to the membership.

The motion was seconded and passed. Jeff McCormick volunteered to assist in the effort of building a vehicle to deliver the information.

Treasurer's Report, Susan Engel:

- Susan reviewed the October financials as compared to the budget through October, noting there was a net amount ahead of budgeted in September, but a deficit of \$17,157 for October because of the way the budget was originally set up to reflect payments for trainings. Next year we will change how we account for trainings and will report them when the class happens so that monthly budgets match. She noted that \$20,000 has been asked from the Foundation, but the budget shows \$30,000. The Motorola grant funds are included in the original 2014 budget that was inherited by current staff.
- Cari noted that the location of the ETI in Rochester in 2014 wasn't good, causing a revenue reduction.
- Susan reviewed the Profit and Loss Statement, noting that we are \$10,000 below in revenue because last year the Foundation made its donations earlier in the year.
- She reviewed the Balance Sheet, noting the cash is similar to last year, accounts receivable are the same, and there is a new account for the association credit card.
- For the Foundation there is no activity except for the \$20,000 donation.
- Treasurer Gerlicher presented the October payables. A motion was made by Mike Risvold to approve the payments, seconded, and passed.

2015 Revised Budget Proposal, Andy Skoogman

- Andy noted that it is our goal to sell more sponsors for ETI, and reduce the food costs.
- He is meeting with Target Corporation, and asking them to print the Magazine and ETI programs.
- Susan noted that the projected bottom line for 2014 is currently - \$7,380, but there could be year-end adjustments in expenses for ETI. She is suggesting that the Association ask for financial reports from the meeting planners on a monthly basis next year, rather than just May and December.
- Jeff McCormick made a motion to accept the proposed budget, assuming the middle scenario, Dan Hatten seconded the motion. The motion was amended to reflect salary decisions.
- President Ramsay will provide Executive Notes regarding the salary discussions.
- The motion was passed.

President's Report, President Gordon Ramsay:

- There is a hiring and recruiting meeting with MPPOA, MSA, POST Board members on November 21, and President Ramsay will provide an update.
- The Legislative Committee will meet next Wednesday, November 26.

Secretary's Report

- Chief Schnell made a motion to approve the minutes from the October 16, 2014 meeting as submitted. The motion was seconded and approved.

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Diversity Roundtable Update: Hugo McPhee

- Chief McPhee reported that three psychology firms were represented at the November 19 Diversity Roundtable. He reviewed the presentation about applicant screening techniques, and indicated that future meetings may be scheduled to focus on retaining diverse candidates. He reported that the Recruiting Tool Kit created by IACP will be distributed with meeting minutes and available. The committee would like to create a best practices template.

SACOP update: Mike Goldstein

- Reviewed IACP, and noted that most states also belong to the State Association of Chiefs of Police, which is a division of IACP. The group develops a legislative agenda, discussed technology, and body cams in particular, budgets, and perception. Meeting over a period of two days, they also discussed common issues such as heroin use here and on the East Coast, and meth everywhere.

Executive Director's Report: Andy Skoogman

- Andy is now active in IACP and SACOP, as well as the Executive Directors' group. He noted that groups are seeking new avenues of revenue and he obtained a great deal of good information. He reported that about one third of attending organizations reported struggles, but have worked to develop clear cut structures and responsibilities.
- He reported on his attendance at the Gun Violence Forum in Milwaukee on November 7. He noted that the Joyce Foundation sponsors this forum, and MCPA could host one of the forums in this area. The Forum addresses such issues as mental illness and restraining orders. There is a benefit of hosting a Forum to share information about the range of issues and how to address them with regard to public safety. The Joyce Foundation covers all costs of the Forum and MCPA could make a profit from marketing and hosting it. Andy will move forward in investigating this possibility.
- CLEO and Command Academy provided five scholarships. The Academy schedule is posted on our website, and 30 people are attending.
- The Leadership Academy scheduled for January 6 – 9 is also fully booked. Andy is developing the training schedule for next year to include two CLEO and Command Academies and three Leadership Academies. He has looked at the Scott County regional training facility in Jordan, Minnesota for some trainings. The costs are similar to using Camp Ripley. Discussion followed, and it was the consensus that Andy should pursue scheduling one of the trainings there in order to reach out to the Southern regions, and see what kind of response we receive for a new site. Andy will have recommendations for the next board meeting.
- Andy reported that he has been reaching out to regional meetings and spoke at the Anoka County meeting on November 19.
- Andy is seeking sponsorships for CLEO trainings and certification, and is working to identify a vendor that might provide funding in return for the benefit of having a 20-minute presentation at the training and other benefits as decided by the board. Discussion followed with suggestions that the sponsorship might be tied to a break or evening activity rather than classes. It was noted that IACP uses sponsors. President Ramsay recommended that Andy pursue this possibility and provide more details at the next board meeting.
- Membership renewals will be sent out by mail and email within the next two weeks. We are planning to attach a brief video to the email renewals to focus on membership benefits and draw attention to

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the renewal process.

- Andy distributed an update to progress on the Tactical Plan, reporting that efforts are being made to enhance leadership, review and change ByLaws, efforts to enhance the quality of police applicants, promote CLEO to new chiefs, Legislative work, and branding. Joe reported that he is updating the MCPA web site application for phone or tablet with a redesign, picture slide show and search capability making it easier to find content. He expects this to be operational within one to two months.

Legislative Committee Update: Gordon Ramsay and Jeff Potts

- Jeff reviewed the Legislative Agenda and noted that the committee will meet on November 26 to determine issue focus. The Technology Committee will meet on December 16 to discuss body cams and other issues. There is a senate hearing on drones schedule for December 12.

CLEO Certification: Andy Skoogman

- The total number of applicants to date is 27, with 19 certified. Certificates and letters have been sent to all certified, as well as a suggested press release for individuals to submit to their local media. We continue to work to market the program and reach out to increase applicants for certification.

DWI Review Committee update: Jeff Tate

- A DWI proposal has been drafted.

Foundation update/discussion: Hugo McPhee, Andy Skoogman

- The Foundation Gala will be held on April 11 at the Dellwood Country Club.

Old Business

None

New Business

- Paul Schnell reported on discussions by the Domestic Violence Committee regarding hospital holds on suicidal patients and domestic abuse cases. The committee's next meeting is December 18. He noted that a hold form is being updated for distribution to hospitals.
- Schnell and McPhee discussed bringing in a diversity expert from California to hold a day-long forum for stakeholders and law enforcement executives. Discussion followed whether MCPA could drive this idea or lend our name.

Next Meeting: December 18, 2014, MCPA office

Meeting Adjourned, 2:00 pm:

Motion made by Hugo McPhee and seconded by Paul Schnell.

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