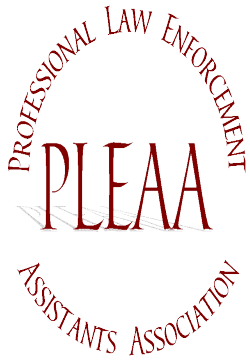


PLEAAASE



PLEAA PLAIN TALK

From Debbie Beebe, FBI Academy, Retired

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As I sit at my desk, newly retired, I think of what I would like to share with my PLEAA sisters at the beginning of a new year. I now have plenty of time to think, ponder, and wonder. What is it that I can say to you as we start 2011? One thing is really a question – where did 2010 go?

For those of you who do not know, I am now retired after spending almost 42 years with the FBI. My last day to walk the halls of the FBI Academy in Quantico, Virginia, was on Thursday, December 30th. I went in and looked around my empty office and thought about the friends I've made over the years. I answered my phone and checked my FBI email for the last time. I checked my desk drawers one more time. I then went in for my "debriefing" — (heaven forbid I divulge any

educational secrets that I know). I turned in my badge and walked, with a light step, to my car and passed, for the last time, through the Academy gates as an FBI employee. Did I look back? NO! I thought of these words, "Goodbye to work, I am on a high — you don't have to ask why! I have gladly said goodbye to my working life — goodbye to toil and strife. When tomorrow morning comes late, I will lie in bed and look up at the ceiling. With no one there to give me orders or more work — what a great feeling" (my husband has not retired yet-woo hoo).

As the morning sun shines through my window, I will wonder what my friends at the FBI and friends in PLEAA are doing. For a few minutes I will wish them

well and then a smile will come on my face that will bring a warming glow — my new life will have just begun. This is the day that I have looked forward to, knowing that all my work with the FBI has been done.

Eventually I will arise, get dressed and relax. There's still time left in the day for much merry-making. I have vowed I will make the most of it, knowing that most of my friends at the FBI and PLEAA are still at work.

Will there be any reason to feel any stress or guilt at this time of my life? No. Well, maybe when I forget to wake up early enough to swim laps or attend my watercolor class.

As I start my new journey in 2011, I wish the best for each of you.

MARK YOUR CALENDARS!

It's almost time again for the PLEAA two-day training conference. Mark down Thursday & Friday, April 28 and 29, 2011 and plan to

attend. More information is available on the back page about the conference.

If your agency's budget cut-backs won't allow you to

attend, be sure and check out the scholarship program also on the back page.

MESSAGE FROM THE BOARD

Happy New Year! We hope that you and your family enjoyed the holidays and are looking forward to the new year.

Well, it's 2011. We are entering into days that have never happened before. A brand new year, with brand new days, and a chance to change the way we handle some things.

Michael Jackson had a hit song that had the line, "Take a look at the man in the mirror." Maybe that's a good place to start.

What about that customer that walks up to your counter, not knowing that you have a sick child that must be picked up, you're up to your earlobes in work, and then she walks up to ask for your help. Or, what about the customer that doesn't know that you've been handling calls from irate residents who know it snowed heavily last night,

just like the weather person said, but since they didn't move their cars, they were towed! You hear them say, "Don't the police have better things to do, like catching REAL criminals?" And then a customer calls, just to ask a simple question that has nothing to do with snow removal or towed vehicles. How do you talk to these people? It's all about your ATTITUDE. Your customers may not know your problem or situation, but they do know you were rude to them. That's what they carry away from their encounter with you.

Sometimes you have to take a deep breath before you answer your phone or get up from your desk to walk to the counter. Blow it out slowly and put a smile on your face. First of all, it's going to catch the "complainer" off-guard and you'll have the upper hand. Secondly, once those smile

muscles start working on your face, they have a tendency to roll down your entire body. Your stance is different, your voice is different, and your mind starts thinking, "What was I upset about?" Your problem won't go away, but at least you prevented another one from escalating due to your ATTITUDE!

We've had some great mentors who have taught us about not letting the small stuff get to us, and the fact is, in the whole realm of things, it's all small stuff.

Be encouraged for the New Year. Look in the mirror every morning, smile, and say, "It's going to be a great day!" Chances are it WILL be.

*Jacqui, Linda, Julie, Mary,
Shirley, Angie, Dawn, Leslie,
and Jill*

*"Cheers to a new year
and another chance for
us to get it right."*

--Oprah Winfrey

YOUR PLEAA BOARD MEMBERS:

Jacqui Albright—Hennepin County Sheriff's Office — 612-348-9140
 Linda Anderson—Richfield Department of Public Safety — 612-861-9810
 Barb Cox—Plymouth Police Department — 763-509-5160
 Julie Forbord—New Brighton Department of Public Safety — 651-288-4104
 Shirley Hawks—Mound Police Department — 952-472-0621
 Angie Lenart—Metro Transit Police Department — 612-349-7237
 Dawn McVay—University of Minnesota Police Department — 612-625-4519
 Leslie Michel—Carver County Sheriff's Office — 952-361-1259
 Jill Schmidt—Minnetonka Police Department — 952-939-8542

ETHICS & POLICE PROCEDURE

Denny Owens, a 33-year veteran of the law enforcement community, is an adjunct professor at Metro State University. His career has spanned a wide variety of specialized assignments and he graciously agreed to share his insights into the study of ethics with our members at the fall training sessions at Medina's Hamel Community Building in Hamel on November 17 and 18, 2010.

Defining ethics is very complex, if not nearly impossible. Definitions by nature are philosophical; they involve the way we behave and vary greatly. Defining ethics as "good versus bad" or "right versus wrong" only begets new questions, such as what is "bad" or what is "wrong." Perhaps ethics tell us how we "ought to behave."

Individuals' responses to various scenarios help to define what ethical behavior is. A few of the scenarios addressed involved receiving extra change or not being billed for items received. Changes in behavior caused by those who witness the

chosen responses were discussed. It was noted that there is frequently no "right answer."

Ethics are all about choosing standards of behavior that are based on values which direct our course of action. People can generally be categorized as always ethical, mostly ethical, somewhat ethical, seldom ethical, or never ethical. It was noted that individuals generally fall into the first or second category.

A few ways our ethical convictions are shaped come from what is taught to us, our communities, religion, and family values.

A survey taken in 2008 asked people what they felt was the most important problem in the country. Unfortunately, ethics, corruption, abuse of power, and religious or moral decline were at the bottom of the list.

An exercise in measuring each individual's top ten values was conducted. This exercise included ranking the top ten values sought after in a close friend or

relative. Denny said that, while the values can overlap, they are not always the same and can cause internal conflict. The values assigned to friends or relatives can teach the rater what they aspire to be. It was also noted that our values do change over the years as people or situations change.

Four values mandated for police officers are duty, integrity, honesty, and loyalty. Measuring these values defines character and character determines behavior.

The three "I's" of law enforcement ethics are: is it immoral, is it illegal, and is it improper.

A few ways agencies can assure their employees do the ethically right things include using the proper selection process, training, monitoring and supervision, accountability, and more training.

Perhaps the best summation of ethical considerations for law enforcement is, according to Denny Owens, "Your choices determine your consequences!"



Denny Owens

There are four ethical pillars for law enforcement personnel:

- *Discretion – depends largely on the situation at hand which officers face on a daily basis. In the law enforcement profession, this is the "gray area."*
- *Duty – feels like the action is either inconvenient or a waste of time.*
- *Honesty – by actual lying or omission.*
- *Loyalty – for example, this can apply to supporting a partner if the view is that the actions taken were not serious.*

LEGAL UPDATE

Paul Baertschi, Tallen & Baertschi, is a local prosecutor and the publisher of Minnesota Police Briefs. Paul provided some insight regarding legal issues and prosecution of cases at our fall training event.

Paul discussed a variety of incidents that we see on a regular basis. In a domestic assault case where there are 'excited utterances' made during the initial report; those utterances can be admissible in court because the victim was feeling the effects of the incident at the time the report was taken. He also discussed DWI cases that may not be enhanceable because a prior revocation may have not yet made it through the court system when an individual is arrested for a subsequent DWI.

Detailed, accurate police reports are necessary to ensure the successful prosecution

of cases. Reports must be in chronological order, names or titles should be used (no he said, she said) to clarify parties in an incident, create a visual picture or have photos, and use supplements for any changes or additions to a report.

The following recent court rulings were provided by Paul, for our reference.

- State vs. Wicklund (01/26/10) regarding testing for impairment after an accident. The court ruling provided that an accident alone doesn't provide a basis to require testing if there are no other signs of impairment.
- State vs. Iannazzo (05/11/10) regarding "fruit of the poisonous tree," where a suspect was found guilty based on two statements he gave, one before his arrest, and then again post Miranda. The

court ruling found that the first statement was inadmissible; however, the second statement was admissible because there was no evidence of coercive circumstances with the arrest.

- State vs. Willette (01/05/10) regarding bail hearing confessions being inadmissible in court. The court of appeals found that it was not coerced or a violation of a Fifth Amendment right against self-incrimination, as the confession was given voluntarily in response to an unrelated question. The conviction was upheld.

We want to thank Paul for presenting to our group. For more information on subscribing to Minnesota Police Briefs, go to www.paulbaertschilaw.net.



Paul Baertschi,
Tallen & Baertschi,
Publisher of Minnesota Police
Briefs

NEWSLETTER MISSION STATEMENT

The mission of this newsletter is to reflect the ideals and standards set forth by the PLEAA organization, providing a communication link that fosters the professional growth of its members. Information PLEAAse is a news source that informs, educates, recognizes and recruits PLEAA members. Through this mission, our members will establish a higher profile within the Minnesota law enforcement community.

MINNESOTA JOINT ANALYSIS CENTER (MNJAC)

The 2010 Fall Training concluded with a presentation from Bob Nesbitt, Minnesota Joint Analysis Center (MNJAC). In 2008 Bob attended a PLEAA training session to provide answers to many questions we had regarding terrorism. He returned to our fall training to provide an update and answer more questions. Bob retired in 2005 from the Plymouth Police Department as the sergeant in charge of training. Bob came out of retirement in 2005, returning to Plymouth to begin working with MNJAC. His duties include dealing with security problems by offering suggestions and solutions.

MNJAC connects agencies by sharing information, training and resources. One of the hard lessons learned from September 11th, was the lack of an intelligence sharing network for law enforcement. One example of recent sharing of resources was several agencies being together to assist and respond to motorcycle gangs. MNJAC also assists with border issues, such as in Lake of the Woods County or area.

Sometimes office staff will see or hear things through their contact with the public that police officers may not be aware of. He reminded us we should pass along

information on any suspicious activity we become aware of to the appropriate person(s) within our agencies.

In addition to viewing videos regarding terrorism, Bob shared changes that have occurred in the past two years since his last presentation. He stated terrorists have changed their approach and one of the most significant changes has been to what is referred to as “lone wolf” events. These acts of terrorism have a shorter planning time than an organized group act. Examples of “lone wolf” events are the Times Square bombing, Christmas Day bomber, and the Fort Hood shooting. The goal of these acts of terrorism was to use force or violence against people or property to coerce the government or its citizens with fear, panic, and intimidation. Their intent is to make their events “visible” by demoralizing citizens and also by embarrassing the government. Terrorists seek media attention and will take credit for events even when they did not cause them. Characteristics of a terrorist include; frustration over slow change or no change, obsessed with a cause, believing the end justifies the means, experiencing a life-changing event, viewing self as a hero (not a criminal), and not pleading “not

guilty.”

An awareness of suspicious activity, person(s), and possible targets is important to stopping events of terrorism. Bob stated we should take note of suspicious activities or thefts that involve cash, large amounts of a particular item or “retired” police officers trying to elicit information. Law enforcement can have a significant impact on “lone wolf” events by being aware of these activities.

Thank you Bob, for sharing your great knowledge and experience with PLEAA members.

All information regarding suspicious activity should be submitted to:

Intelligence Communications Enterprise for Information Sharing and Exchange

www.icefishx.org



Bob Nesbitt, MNJAC

PLEAA PROFILES: KNDIYOHI COUNTY SHERIFF'S OFFICE

We would like to introduce you to the Kandiyohi County Sheriff's Office. The sheriff's office is located in the county seat of Willmar, which is in the west-central part of Minnesota. Kandiyohi County's sheriff is Dan Hartog, who encouraged his staff to join the PLEAA organization after meeting board members at the Sheriff's Conference in June. The sheriff's office has 33 licensed deputies, 14 dispatchers, and a staff consisting of three clerical, three records, and one civil process employee.

Shelly Lottman is the executive secretary and has been with the agency for 10 years. She has come to enjoy the excitement of each day. One of those exciting days was when she was able to assist the Drug Task Force late into the night, as she states it was a very eye-opening experience into what the deputies deal with on a daily basis. One of the challenges she has with the job is any situation that involves children, as it's hard to sit back and let the system work. She'd like to share these words of advice, "treat everyone with compassion and respect."

Cloey Adams works as a secretary and says that it's a fun place to work as it's a younger department. She has many memorable events

and she doesn't like leaving work on her desk at the end of the day.

Cindy Wenisch is the secretary for the drug task force, which is a six-county multi-jurisdictional unit. She previously worked at the county attorney's office. She too states that there are many memorable events while doing this job and that the only challenges are getting all of the paperwork finished.

Carol Kohlman is the records supervisor and has been with the agency for over 16 years. The Records Department maintains the records for the Sheriff's Office, along with the Willmar and Atwater Police Departments. She joined the agency after the Sheriff asked her if she'd be interested in a job while she was doing work study with the Willmar Police Department. Her most memorable event was with a gentleman in the lobby that she was going to assist until he began to throw chairs. She was able to shut the door just in time. She says, "always try to stay positive no matter what the situation is," which is good advice to share.

Andrea Hiltner has been with the agency for over 11 years, spending seven years as a dispatcher before moving to the records division.

She chose a career in law enforcement after serving in the military, and sometimes wishes she would have tried the police officer side of the business. She feels that keeping up with new technology and all of the law updates is a challenge. She remembers working during a train derailment that caused the evacuation of downtown Willmar, and dispatching a fatal motor vehicle accident that took the lives of three sisters the week of their brother's wedding. She keeps a positive attitude with the following words of advice, "Find what you love to do, and do it!"

Lori Ziemer works as a records clerk and states that you have to make sure to keep a sense of humor in this line of work. She worked at a school prior to being hired at the agency and has come to learn that the piles don't ever go away. Every day brings something interesting.

We would like to say *Thank You* to Sheriff Hartog for allowing his staff to join our organization and attend our training, which they all said was great and enjoyed very much.

The PLEAA Profile is a regular feature of this newsletter. Is there any member or agency you would like to see us profile? Contact a member of the Newsletter Committee!

LAW UPDATE

Unchanging Traffic-Control Signals

Bicyclists, in addition to motorcyclists, are now able to enter or cross an intersection against a red light under certain conditions, including if the light shows red for an unreasonable amount of time, and the bicyclist is unable to trigger the signal to change to green and no other vehicle or person is approaching that could pose a hazard. (MN State Statute 169.06, subd 9) *Effective April 16, 2010.*

Requirements for Conducting Tests

Amended to allow medical personnel trained in a licensed hospital or educational institution to withdraw blood to determine the presence of alcohol, controlled substances or hazardous substances. (MN State Statute 169A.51, subd 7) *Effective July 1, 2010.*

Unlawful Possession or Use of Scanning Device or Reencoder

Makes it a felony for someone to possess a scanning device or reencoder used to acquire information from payment cards, a driver's license or state-issued identification card with "the intent to commit a crime, aid, or abet any unlawful activity." (MN Statute Section 609.527, sub 5b) *Effective August 1, 2010.*

Prohibited Sale of Glazing Material

The sale or application of dark tinted glazing material on vehicle windows is now prohibited. Vehicles with windows that are too dark may still be sold, but not driven, in the state. (MN Statute Section 169.71 subd 5) *Effective August 1, 2010.*

Newsletter comments?

Comments, questions, ideas, please contact:

Joleen Wiemann, Editor
 Ramsey Police Department
 763-433-9880
 jwiemann@ci.ramsey.mn.us

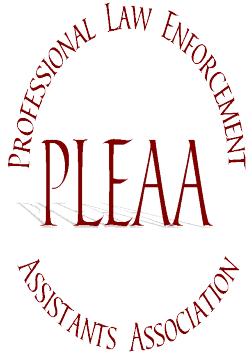
RESOURCES

These were valid websites at the time of publication.

www.icefishx.org	Intelligence Communications Enterprise for Information Sharing and Exchange
www.mnlema.org	Minnesota Law Enforcement Memorial Association
www.paulbaertschilaw.net	Minnesota Police Briefs
www.revisor.mn.gov	Minnesota Office of the Revisor of Statutes

HELP WANTED!!!

We're looking for a few energetic people to help provide this publication to our members. No experience necessary! If you are interested in joining the PLEAA Newsletter Committee, or just want more information about what the newsletter committee is all about, please contact Joleen Wiemann at 763-433-9880, or by email at jwiemann@ci.ramsey.mn.us.



We're on the Web!
www.mnpleaa.org

Scholarships Available!

PLEAA members unable to attend training because of department budget cuts are encouraged to apply for a scholarship available through PLEAA. We have received scholarship funds and would like to assist you in attending upcoming events.

Go to PLEAA's website (www.mnpleaa.org) to get your scholarship application.

MEMBERSHIP INFORMATION

Annual Dues: \$30.00

Members receive the membership roster, the *Information PLEAAse newsletter* and reduced training seminar rates.

To join, please send a check made payable to PLEAA to:

Julie Forbord, New Brighton Department of Public Safety
785 Old Highway 8 Northwest,
New Brighton, MN 55112.

Please include your name, agency, agency address, work phone, fax numbers and email address. For more information, contact Julie Forbord at 651-288-4104. Membership forms are also available to download off the website at www.mnpleaa.org.

TRAINING

April 28-29, 2011 — PLEAA Training Conference — Cragun's Resort & Conference Center, Brainerd, Minnesota

The PLEAA Board encourages you to come early and participate in some "stress relief" activities on Wednesday, April 27th. Barb Cox will be conducting a "Laughter for Health" class as well!

Cragun's has put together a hotel package for members which includes two nights hotel and four meals (including the banquet), for just \$194.35 per person double occupancy or \$259.87 single occupancy. The conference registration fee is just \$60 for members and \$75 for non-members, **in addition to the hotel package.**

Watch for the upcoming mailing or visit our website for more information on lodging, the conference fee and registration.

If you are unable to attend the conference due to budget constraints, please consider applying for a PLEAA scholarship!