



President LeDoux called the July 13th, 2021, meeting to order at 0805 hours.

Present were: President LeDoux, Vice President Beasley, North Carlson, South Theel, Secretary Harjes, Treasurer Orpen, 2000 Phillips, 2100 Alternate Boetel, 2200 Dellwo, 2300 Larsen, 2400 Cederstrom, 2500 Hanson, 2600 McClure, 2700 McGrew, 2800 Alternate Marichalar, 2900 Hanson, 3100 Pearson, 3200 Danielson, Business Manager Baker.

Absent – 2100 Zynda, 2300 Veldkamp, 2800 Weinrich

Board recited Pledge of Allegiance Recited

Moment of silence for fallen officers

Motion to accept the October minutes: *Motion by 2900 Hanson, Seconded by North Carlson: **CARRIED***

Chief's time:

1000: Colonel Langer arrived

Everything we pursued legislatively, we got through the legislature during this session. That never happens. If the Trooper's Association wouldn't have secured those raises, I don't believe some of the pay related items would have happened. We have incredible bi-partisan support.

- MMB met yesterday related to issues regarding compensation and the recent legislation.
- We are currently finalizing the contract with a vendor through the Department of Admin for new body cams, fleet cameras, and Tasers. Sworn Troopers, Non-sworn CVI and Capitol Security officers will all be equipped with body cams. Equipment would be replaced on a scheduled basis agency-wide to maintain current equipment. There are many people involved in this process and we hope to be done with the project in the next 9 months.
- 21 additional Troopers for the Capitol complex and 42 for the road and various specialty positions across the state were included in the legislation.
- We are planning for 3 academies (2 in 2022, and 1 in 2023)
- Most of the new statute language starts August 1st, which includes the language for the retroactive pay increases.

CHQ is well aware of the pending grievance on the freeway pay issue relating to the pay increases.

I'm hoping the expired contract gets ratified soon so we can get that backpay out and move on.

Every single day we're confronting entities that need our help. We've been saying no as much as possible to focus on our core mission.

We're obligated to help at the State Fair. We were hoping the DNR would assist with that task, but their commissioner isn't interested in assisting. We'll be positioned just inside the gate, with no plans to do anything outside of the gate. We will assign overtime on a reverse seniority process if needed due to lack of volunteers per the MLEA contract.



President follow-up: I think providing lodging would help recruit out-state individuals to assist with this event.

CHQ: Lodging will be provided if needed.

2400 follow-up: Would we start at the bottom of the list for each day if we assign overtime shifts?

CHQ: Yes, we will look to see who the most junior Trooper is on a off day in both 2400/2500. I don't think we'll be assigning shifts.

The Line 3 project continues to have protest challenges around the water crossing areas.

I appreciate our peer support program. The new MSP Cortico app is a good resource for members. It's another attempt to push us down that path of wellness in our agency.

Class 3/training uniforms are in the warehouse now. They should be getting out to the districts soon. It should really up our game with training.

I'm extremely proud of agency and grateful of previous boards that have pushed this, but please don't put yourself in a spot where it could harm you or the agency while using social media. There are people who search out posts made by members of law enforcement.

We need to continue to keep our mission in sight.

We're aware of the dispatch issues

There is not a pursuit that is worth getting hurt or going to jail for. There is not a lot of good coming from pursuits lately.

South follow-up: The radio in the afternoons is crazy with the number of pursuits that happen throughout a shift.

CHQ: The data shows that most pursuits involve stolen vehicles.

President follow-up: Whenever you have an opportunity to do so, remind prosecutors they are part of the system, and they need to hold people accountable.

I appreciate the work that you all do.

Questions for the Chief

3200: I have concerns with the cross patched districts. We're frequently seeing dispatchers getting confused with what area they are working by saying the wrong name and we're hoping to get back to some normalcy at dispatch.

CHQ: Thanks

President follow-up: At what point do we take another look at the engineering study that recommended 3 PSAP centers originally? Is there a long-term plan to correct these issues that continue to be brought up?

South follow-up: It seems like the State Patrol and the MNDOT dispatchers dislike each other – is there something that can be done to improve that relationship?

CHQ: There's no bigger critic and fan of dispatch than Major Erickson. He totally understands the issues and I will follow up with him on the current issues. The number one issue in dispatch right now is staffing.



3100: What is a supervisor's interest in the ailment or medical reasons for calling in sick? It's been repeated enough to bring it up with you.

CHQ: Maybe a sidebar on that would be helpful. It's not standard practice to ask.

2900: What are your thoughts on video footage releases within 5 days for state law enforcement agencies?

CHQ: What he ordered is related to families viewing the videos. Every case is going to be unique. For better or for worse, no one believes anything until they see the video.

2900: Relating to Trooper health and with body cams coming, is there a way we can look at external vest carriers again to better support those cameras and the ever-expanding list of equipment we're required to carry?

CHQ: I'm not a fan of external vest carriers. The outward image of allied agencies at recent protest events have solidified my position. I'm not the person to bring the agency in that direction.

2900: We spend lots of time focused on recruiting and very little in regard to retention and is there a way we can focus on retention issues as well such as scheduling issues?

CHQ: I'm open to talking about shifts and schedules to make it work for the agency and the Trooper.

President follow-up: I think we continually need to find that balance for work and life.

2800: With the issues in recruitment and retention, could we look at the verbiage of the tattoo policy?

CHQ: It's a tough one to figure out. I'm open to conversations about the tattoo policy. I'm comfortable with our current policy.

North follow-up: There are professional businesses and other state law enforcement agencies that are relaxing tattoo policies across the nation.

2000 follow-up: I'm an instructor at Hennepin Tech and many students have no interest in applying at State Patrol due to our tattoo policy.

CHQ: How do you differentiate between acceptable and not acceptable? I'm open to looking at it, but I get nervous since we are viewed differently from other law enforcement agencies.

2700: Thank you for clarifying the state fair assignments.

2600: I appreciate the advanced notice on when you could potentially be deployed to an event. I know when the information was disseminated, there was some differences in the information between districts. Could that message come from you directly on bigger issues like this in the future?

CHQ: Yes, thank you.

2500: No questions

2400: No questions

2300: No questions



2200: I was just curious about the inconsistency with commendation letters for service during Operation Safety Net.

CHQ: I appreciate those that responded, and those that kept the lights on in the district. Those that were in the district were doing their job and those that responded were doing something other than their normal job. We had to draw a line somewhere.

2100: Just a question on the vest replacement on how you only get two carriers included with the vests, many carriers seem to be wearing prematurely.

CHQ: Restrictions were put in place for the vest reimbursement fund since many vendors were trying to one up each other.

2000: There seems to be some confusion on pistol lights and whether or not we are still considering them.

CHQ: These are still on the list of things to look at purchasing and they haven't been crossed off. No money has been allocated for these.

North follow-up: Has there ever been anyone that used their Taser light and had a discharge?

CHQ: I don't know.

2000: With the additional 21 Trooper positions for the Capitol, would you ever consider adding 30 minutes of drivetime to make it more appealing for Troopers?

CHQ: No.

South follow-up: Could we add marked squad cars to the Capitol complex instead of all unmarked squads?

CHQ: Absolutely.

South follow-up: I also wish the agency would support us using social media to research threat assessments and things like that. There should be rifles in every building down there.

2000: How are we as an agency going to handle the new POST form for reporting misconduct? We're a little worried on the verbiage of discipline, such as listing multiple policy violations items, if they will be reported publicly.

CHQ: I have zero anxiety on talking about the State Patrol and how we handle discipline. We currently supply summary data to the POST board.

President follow-up: Anything we can do to reduce anxiety on members, but I think we do need to take a step back and look at how we administer discipline.

CHQ: Their intent is to have a database to track all this information at the POST board.

North: I'd like to keep smart phones on the radar for the many reasons we talked about in the past.

North: When a Trooper is involved in a critical incident, when does the decision come in for a person struggling with an incident to take time off?

CHQ: The contract language is horrible on this issue. It's something we need to think about for the next round of negotiations. It's a case by case and I rely on the supervisors.

South: I think we should be looking at the 10-mile residency requirements due to the housing market.

CHQ: I'll visit it.



South: What's the plan for the filling the 21 Capitol positions?

CHQ: You won't see the influx of Troopers into the Capitol until the next academy concludes. It'll be a process.

Secretary: No Questions

Treasurer: No Questions

Vice-President: Has there be any new developments on any qualified immunity issues should they arise?

CHQ: I haven't heard anything on it.

President: With us switching over to bodycams in the near future, and in relation to public safety statements, we need a procedure or policy for the end of a critical incident when a supervisor arrives on scene.

CHQ: It's going to be tricky. It's really important for you as delegates to know that none of your conversations are considered private.

President: I think it's important we recognize that a Trooper should be able to view the footage prior to writing their report.

Presidents Time

MPPOA's political action committee can be found online at <http://www.mppoapac.com>.

Reminder to put your name on transfer lists if you wish to transfer with numerous upcoming academies.

MN political contribution refund program – Once per year you can donate up to \$50 as an individual or \$100 as a couple to a registered legislative member's campaign (one that has signed up for the program) and receive that \$50 or \$100 back as a refund. Support the candidates that support the Trooper's Association legislative initiatives such as increasing pay, improving benefits or stopping anti-cop legislation.

- To check if your representatives have signed up for the program visit this website. <https://cfb.mn.gov/reports/#/public-subsidy-agreement/17027/>
- Additional information and refund form can be found at <https://www.revenue.state.mn.us/political-contribution-refund>

As a reminder, educate your new members on how the state will match up to \$400 to your deferred compensation (before tax or after-tax Roth contributions). Contact your delegate if you need assistance in getting this setup or changing contributions to after tax (Roth). Over a 30-year career, this amounts to \$12,000 (not including interest earned on that money) that is contributed to your deferred compensation account.

Also explain how it is advantageous to max out that alternate-holiday bank early in their careers.

Charitable Donations

\$500 was donated to fallen Conservation Officer Sarah Grell's family.



Treasurer's report: Treasurer Orpen presented the budget, the association is in good standing and accounts have been doing well. *Motion to approve budget report by 2900 Hanson, seconded by 2300 Larsen: **CARRIED***

Magazine: August 31st for fall magazine deadline

- Kelly Phillips - Wishes & More
- Jason Theel – Capitol Life

Grievance/IA: Don't post on social media and be smart. It can jeopardize your job and reflect poorly upon you and the agency.

Pension/Retirement: MSRS is starting to look at the assumed 7.5% rate of return on investments. The rate of return will be discussed in future meetings. Recent YTD returns are much higher but last year was an anomaly.

Equipment Committee:

- Statewide encryption 96% complete
- Obtain a fleet map through your district
- Jump packs still on the table
- Squads are behind by about 2 weeks and are still being ordered
- Ordering new radars and lidars
- Nothing specific on the Spiewak uniforms, we will be continuing with them for the foreseeable future
- Looking into the cost for noise cancelling ear protection
- Flashlights will be replaced due to manufacturer not producing the model anymore and being under warranty.
- 100 Whelen "Core" lighting systems being rolled out

Legislative Committee: No updated news on the legislative front

Negotiations Committee: MLEA has a tentative agreement with the state; however, we are waiting for accurate pay grids before sending the contract out for vote with MLEA members to make sure we are on the same page with MMB.

We received information that the tentative agreement for MAPE/AFSCME Council 5 for the next biennium pattern settlement is 2.5%/2.5% increases in pay.

Home Association:

Fall board elections will start in September – Look for interest solicitation in late August. Every board seat except for Treasurer will be up for election.

Delegates should consider attending Retired Trooper Day. We'll have the honor guard and classic cars present.



Motion to purchase 250 additional MSPTA double pin lapel pins. *Motion by 2600 McClure, seconded by 2000 Phillips: **CARRIED***

The Android version of our mobile app is live. The Apple version has had some issues but is expected to release on the store soon. App features include meeting minutes, magazine back issues, recent e-mails, address update feature, and more. Check it out today and provide feedback to help make it better!

Search for MSPTA on the App Store > Download the app > Click Forgot Password > Enter in your e-mail address> Use the temporary password e-mailed to you to login (don't forget to change it on your profile page). Support questions can be directed to info@mspta.com.



Google Play Store



Apple App Store

(as of publishing, the name of the app is Minnesota SPTA, it will be modified back to MSPTA the first week of August)

<https://play.google.com/store/apps/details?id=Irismobileapp.mspta>

<https://apps.apple.com/app/id1578844689>

New Business:

3200: None

3100: None

2900: None

2800: None

2700: None

2600: None

2500: None

2400: None

2300: None

2200: None

2100: None



2000: None

North: None

South: None

V.P.: Regarding qualified immunity insurance, an organization in Missouri provides insurance for officers at the rate of \$20/month for \$25000 coverage. If that number went up to \$1,000,000 it would cost nearly \$800/month (which they do not offer). The qualified immunity issue is an important one since it could be very expensive for cops in general.

V.P.: Planting an idea regarding a group attorney to put together trusts for Troopers in the event that qualified immunity does disappear in the future.

Secretary: None

Treasurer: None

President: None

Motion to adjourn at 1457 hours. *Motion by 2900 Hanson, seconded by South Theel: **CARRIED***

Upcoming Dates:

- Retired Troopers Day – August 3rd, 2021 – St. Cloud, MN
- Fall Executive Council Meeting – October 5th, 2021 – St. Cloud, MN
- National Troopers Coalition – October 17th-20th - Providence, RI – LeDoux & Beasley
- Winter Executive Council Meeting - Jan 4-5th, 2022- TBD
- Spring Executive Council Meeting - April 5th, 2022- TBD
- Summer Executive Council Meeting - July 12th, 2022 – TBD
- Trooper Golf Tournament – July 14th & 15th – Benson, MN
- Retired Troopers Day - August 2nd, 2022 - St. Cloud
- Fall Executive Council Meeting - October 4th, 2022 - TBD