

Reserve Meeting November 16, 2009

Opened at 7:00 pm

Jay took roll call

Pledge

Email corrections for a few.

Funeral for 'big Mike' Junior and Jay shared the experience of the funeral and burial.

Sgt. Murphy reminded us about the dangers of doing the job, be safe. Be aware of the surroundings and traffic. He wants us to go home safe at the end of our shifts.

Halloween was a busy night. Thanks to all of us worked the night. It was nice to have the extra people.

State Cross Country Meet went well. Thanks to all who helped out. There was some problem with the custodians, but Fred was happy with the reserves.

Reserve interviews were held on Saturday. We had four interviews with one more that will happen this week. Of the four, three were going to continue on with the process. The Deputy Chief is doing the background checks.

There is a captain's position and along with that our structure is supposed to be a captain and four sergeants. Anyone interested in those positions should give Sgt. Murphy a letter of intent by the 23<sup>rd</sup>. There will be an interview process of some sort with those who showed an interest. They will solicit input from everyone as a whole.

What characteristics do you want that person to have? In the past at the end of the year we do a vote of confidence for those in those positions. Probably will change some of the things we currently do in the bylaws, one item will be the voting piece. It's important to have a say, but they are not sure they like the voting process. They are looking at the whole picture (big picture) and want a little more input in this aspect of the leadership structure.

If someone is in a position they will probably stay in the position.

Jay said his research has shown that the hours of service are important. For the leadership process, having about four people in charge is typical. Once you have been so long you can apply. Interview process happens and choice is made.

Sgt. Murphy pointed out that it is the Chief's Department and he needs to feel comfortable with the process. Human Resources also indicated that voting might not be the best option for filling leadership positions.

What qualities do we want to see in a captain? They need to be a promoter of the program. Boost the program, encourage and be an advocate for the reserves. Someone not interested in this should not be the captain. They should have some understanding of the organization and the rank structure. Be a decent manager, with leadership skills. Be committed to the organization; understand that if you sign up for it you need to do it.

Should understand the Northfield Reserve program know of its past and look to the future. Bring in fresh ideas.

The Sgt. needs to be willing to support the Captain and accomplish his mission. Be able to support the mission of the department as a whole. Communication is important so we are on the same page with consistent with the ideas (direction) they are giving.

They need to be around and available. Should be accessible and be able to get in touch with. Resource management should be the primary trainers. What we train, how we train and the policies.

They should be capable of running the detailed parts of the program. Support a particular mission of the reserve program.

They should be in communication with the department as a whole.

The goal would be to have this in place by the December meeting with the five people in leadership with five people under each sergeant. Goal would be to have 25 people on board.

Deputy Chief Walerius will probably be at the December meeting.

Going forward the sergeants would know what events are going on and do the planning and get in touch with their 'team' or 'platoon' to ensure that the event has the number of reserves required to accomplish the 'detail'.

Incident Command structure: One manages four, the four each manage five.

It would be nice if each sergeant was in charge of some aspect (task) of the program.

As far as meeting times and dates: How do we get more people to meetings, do we change dates or times. Do we go to a bimonthly meeting with in-between month specific training dates? For those people who have not been around as long maybe we schedule specific training outside of the monthly meeting for them.

We might lose some of the sense of community and the time spent on training. If we meet less we would probably expand the time we are together. 12 meetings per year, six would be training. If we have a three or four hour meetings we could do use of force for example and cover it much better.

Need to look at what training we want to have and what the minimum expectation will be. How do we achieve these goals with new people coming on board.

In December we will begin to sit down and look at these. Come to the December meeting with ideas and how we should go forward.

Sgt. Murphy said if we go to the bi-monthly meetings, the bi-month would be training for those who need it. It would not be a meeting. With the newsletter information could still be getting out.

To achieve our mission and function we need bodies. There are other things going on that conflict with monthly meetings.

Doing training outside the room would be good, more like real life scenarios.

Meeting in smaller groups would be of benefit, meeting outside the department. It's easier to get 5 people together than 25.

<5 minute break>

### **St. Olaf Christmas Concert**

Scope of the concert, this is a big deal for the college. This is a national event. It's played on NPR, PBS, and it's taped. Last year was played in movie theatres across the country. Big name people come to this event.

We reviewed the parking procedure for pre-concert arrivals.

We monitor the two stair wells inside while the concert is going on. We will take turns with this. Keep quiet, radios down or off.

Reviewed the post concert exodus, work in teams. You are literal watching each other's backs. You may be teamed up with an Explorer who may or may not have experience.

Don't expect to work the same spot each night, or from year to year. We want people to understand what is happening at other spots in case we are short.

Wands and vests, we all wear vests and we all have two wands. Non essential positions may have one wand. All the directions you give should be at the shoulder level or above with the wands. We want them to see the directions you are giving.

You point to the ground with one wand were you want them to go. Crossed wands are stop. Nothing else is stop. Also say "stop", some will have their windows down. People understand crossed wands are stop.

Handouts at the meeting included maps of the St. Olaf Concert for parking and traffic flow.

Meeting ended at 9:12 pm