



Rick Hodsdon Trainings

Basic Data Practices for the Front Lines: Patrol and Administrative Services - 4 hours

Have you just been hired as a records specialist for a public entity and heard “something about the data practices law in Minnesota.” Are your duties directly related to releasing public information for your Sheriff or Police Chief? Are you a patrol deputy or police officer and confused by what data you can collect, should collect, or in some cases data you should not collect? Are you a supervisor in patrol or records? This course has been designed with you in mind. This is one of the courses many in our public agencies have said, “I wish I would have had this course before we were challenged over our data release.”

Advanced Data Practices – 7 hours

This class builds upon the basic class that many have intended and is also useful to those who have not attended that class but are involved with any aspect of data practices management. In class we will dig much deeper into the analysis behind data practices issues with a focus on law enforcement data, data security, responding to data requests and overall data management and help you review your existing process in several of these areas. We will also work on pointers and process to increase the successful outcome chances in the event of data practices disputes or litigation.

The class is designed and targeted for county and city staff that handle any and all aspects of law enforcement data, law enforcement administrators and legal counsel that advise city police and county sheriffs and litigate these cases.

Basic Federal and State Gun Laws: Carry Laws for the Front Lines – 4 hours

In the class you will learn of Minnesota laws on the carrying of handguns, restrictions on venues, carrying under the influence and the rights and obligations of gun permit holders. From there we move on to an overview of the carry permit process in Minnesota, the requirements needed to get a permit and how street officer documentation and enforcement can make or break whether a permit is issued or denied or can be revoked once it has been granted. We finish with a discussion of what makes a person ineligible to possession a firearm under state and federal law and how in many cases how an officer on the street processes paperwork and documents encounters with a subject will make the critical difference in this important public safety issue. Improper document and enforcement efforts can tie the hands of the public safety professional and cause needless civil liability.

Advanced Gun Laws – 7 hours

This class builds upon the basic class that many have intended and is also useful to those who have not attended that class but are involved with any aspect of purchase and carry permits. The course starts where the basic 4 hour class left off. In class we will dig much deeper into the analysis behind federal and state disqualifications, examine common but troubling issues, and help you either develop or review your existing process for permit analysis. We will also work on pointers and process to increase the successful outcome chances in the event of permit litigation either through denial, voiding or revocation proceedings. Because there is an increasing number of petitions to restore firearms rights under state law we will develop some policies and procedures to work with your prosecutors to defend these cases as well.

Authority of the Sheriff: Myths and Reality- 2 hours

In a time where certain groups seek protection from their "constitutional sheriff" to do their bidding on one side and in some places civilian authorities increasingly try to control the authority and operation of the office of sheriff on the other side. It is time to clear the air on the full power, authority, duties, and restrictions on the Office of Sheriff in Minnesota. MSA general counsel Richard Hodsdon has been a student of the United States Constitution, the Minnesota Constitution and state statutes since high school and will bring 50 years of that experience to this presentation. Bring your questions, comments, and concerns.



Background Investigations for Public Sector Employers – 14 hours

One of the most perilous aspects for a public sector employer is vetting and doing the background investigation of potential employees. An agency that does not properly background its prospective employees prior to employment faces serious liability under theories of negligent hiring and deliberate indifference to the risk of harm to third parties. An agency that conducts such investigations, but does it poorly still faces liability risk to third parties but adds a major risk of suit and human rights complaints from the unsuccessful candidate. If the agency can walk that tight rope there remains the issue of how to get the needed information in a world that increasingly seems unwilling or unable to provide it.

This course is designed for any person who hires, manages, or supports law enforcement personnel, whether, full-time, part-time or volunteer. This class is very appropriate for law enforcement, human resources, county administration or county attorneys.

Investigations, Procedures and Discipline Issues in Employee Misconduct Cases- 7 hour

The 2020 and 2021 statutes made significant changes in several aspects of peace officer discipline procedures and record keeping that you will be updated about as part of this course. In addition this personnel related course covers the myth and reality of discipline investigations, Garrity, Weingarten, Loudermill, due process and constitutional issues. We also discuss Brady issues, data management and record keeping. This course is designed for any person who hires, manages, evaluates or supports law enforcement personnel, whether full-time, part-time or volunteers. Civilian and sworn supervisors, human resources personnel, county administration and county attorneys will benefit from this training so please invite those important partners to join.

Adult Criminal Record Expungements - 4 hours

Now that the massive change in expungement law is a few years old, this class will build on and discuss how to implement and deal with the flow of data related to expungement from demands for return of booking data under Minn. Stat. 299C.11 to responding to requests for expunged data. We will work through forms, checklists and work flows Rick Hodsdon has developed to deal with adult expungement cases. This class is geared to all criminal justice professionals and any other entity that is impacted by adult expungement statutes and case law.

Body Worn Cameras- Legal Issues - 4 hours

In 2023 the legislature enacted legislation that greatly affects every law enforcement agency in the state that either has or is considering body worn cameras. In this course we will drill down deeply into the body worn camera statute and review sample policies for the street officer and in the jail. The new law is complex, even contradictory in parts and creates several traps for the unwary. Since a violation of the law can produce a \$15,000 civil penalty per violation this course should be on every agency's must do list.

Personnel Data Practices for Public Employers - 7 hours

This training begins with an update and refresher on terms and concepts in data practices and then digs into the details of personnel data information including Tennessee Warnings, processing data requests, discipline issues and proper use and security of the data. The training will also discuss the emerging Brady topic on the impact of disciplinary action and data practices for any government employee who may end up as a witness in a criminal proceeding.

HIPAA- Understanding the Health Insurance Portability and Accountability Act - 4 hours

Despite the law and regulations being around many years there continues to be much in terms of myths and misunderstandings about what HIPAA is and how it relates to medical records and data sought or possessed by criminal justice agencies. In this class we discuss the fundamental definitions, terms and concepts of HIPAA. This material can be useful to not only those in criminal justice that deal with such records but also community medical providers and those you interact with on medical and mental health matters for calls and data management.



Social Media and Related Issues for Criminal Justice Agencies - 6 hours

This course presents emerging and trending issues on privacy invasion, social media issues in the workplace and has particular emphasis on personnel related issues for administrators and supervisors.

Vehicle Stops and Searches - 4 hours-

The focus here is on patrol stops of vehicles, lawful searches and how to document and defend the same if challenged in court.

Basics of Civil Commitment – 4 hours

The civil commitment process is often a frustrating mystery to the law enforcement officer on the street or in the jail. People with clear mental health issues live in a revolving door from the street, to jail, to a very quick hospital stay and back to the street. While this course offers no cure, by the time it is over the officer will understand the basic rules of the Minnesota Commitment process and what it can or cannot accomplish. We discuss the terms and concepts of the commitment process, such as peace officer 72 hour hold (there is no such thing), less restrictive alternatives, treatment issues and the reason the system is designed with the express intent to allow those that need treatment to often refuse to get it.

Effective Documentation and Courtroom Testimony - 4 hours

This course is for any line staff member that writes reports, logs and other documents and includes the relationship between those documents and testimony. The second part of the course covers basics of being an effective witness and how to credibly testify.

Arrest Warrant Training - 4 hours

This course covers legal issues in execution of arrest warrants and also includes a discussion on how data practices and other related resources can be used to find fugitives.

Data Practices- Personnel Data - 4 hours

This course is for supervisors, human resources civilian staff and anyone that deals with any aspect of public sector personnel data.

Reserve Officers Powers and Duties - 4 hours

The course is for both reserve officers by whatever name they are called as well as deputies and officers that work with them and supervisors that run the programs. Limits on authority, unauthorized practice and a variety of issues are considered.

Federal Labor Law Issues - 8 hours

The course is for supervisors and human resources with special emphasis on law enforcement agencies. We address the major federal laws on discrimination, FMLA, FLSA, ADA, ADEA and other related topics.

Search Warrants - 4 hours

The course address the basics of the search warrant process under statute and case law, including issues in probable cause, execution of warrants and common attacks used by the defense and how to help defeat those attacks.

Confessions, Miranda Issues and Statements - 4 hours

Geared toward any officer that interviews formally or informally any suspect or subject it includes refresher on basic principles and current and trending issues.