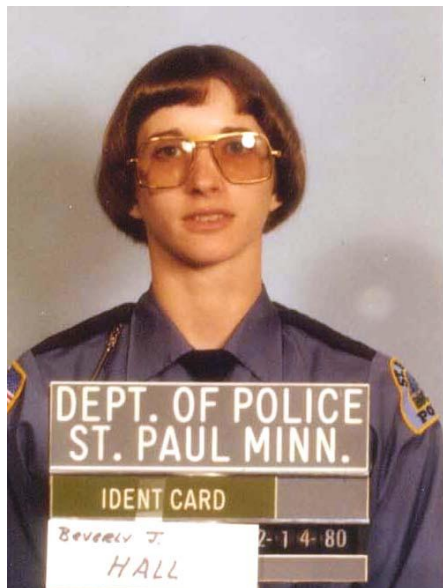


Transcription of Saint Paul Police Department Oral History interview with

Commander Beverly Hall



1980



2010

Interviewed on April 7, 2010
by
Kate Cavett of HAND in HAND Productions

HAND in HAND's Office in Saint Paul, Minnesota

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All photographs are from Commander Hall's personal photo collection or from the Saint Paul Police Department's personnel files.

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and

HAND in HAND Productions

2010

ORAL HISTORY

Oral History is the spoken word in print.

Oral histories are personal memories shared from the perspective of the narrator. By means of recorded interviews oral history documents collect spoken memories and personal commentaries of historical significance. These interviews are transcribed verbatim and minimally edited for accessibility. Greatest appreciation is gained when one can listen to an oral history aloud.

Oral histories do not follow the standard language usage of the written word. Transcribed interviews are not edited to meet traditional writing standards; they are edited only for clarity and understanding. The hope of oral history is to capture the flavor of the narrator's speech and convey the narrator's feelings through the timbre and tempo of speech patterns.

An oral history is more than a family tree with names of ancestors and their birth and death dates. Oral history is recorded personal memory, and that is its value. What it offers complements other forms of historical text, and does not always require historical corroboration. Oral history recognizes that memories often become polished as they sift through time, taking on new meanings and potentially reshaping the events they relate.

Memories shared in an oral histories create a picture of the narrator's life – the culture, food, eccentricities, opinions, thoughts, idiosyncrasies, joys, sorrows, passions - the rich substance that gives color and texture to this individual life.

Kate Cavett Oral Historian

HAND in HAND

Saint Paul, Minnesota

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Beverly Joy Hall was appointed police officer February 23, 1980;
promoted to sergeant June 13, 1986;
lieutenant July 14, 1995;
title changed to commander January 1, 2000;
retired December 31, 2007.
Class C Commendation 1994

KC: Kate Cavett

BH: Bev Hall

BH: My name is Beverly Hall. I came on board with the Saint Paul Police Department on October first, 1979. I went through the rank of police officer, sergeant, lieutenant, commander, and retired on my fiftieth birthday, December 31, 2007.

KC: What interested you about police work? Why did you decide you wanted to be an officer?

BH: Well, when I was in high school—you know you go through a lot of pressure at that age, to figure out what do you want to be, what do you want to do when you grow up. And I remember going through the curriculum at North Hennepin Community College and they had one for law enforcement. That appealed to me at the time. The other reason why I thought I might be interested in police work is there was a young man who was also going to the same high school I was, he was a year in front of me. He wanted to be a police officer and I had a crush on this guy. Ultimately what happened, he was at the Minneapolis police reserve, and ultimately he did not go into law enforcement, but I did. And I lost touch with him. We never dated or anything. It was a combination of interest and lust on my part, how I got into it.

KC: [Chuckles] What were early experiences that you have with law enforcement?

BH: Prior to becoming a police officer, nothing really outside of school. I interned at Circle Pines¹ on Lexington when they combined departments in 1976, through school. So that gave me the opportunity to go on my first ride-along and to experience what it is like to be in a very small department. They had some full-time officers, and a couple of them were part-timers too at that point, maybe a total of five officers. And then I was hired through school to be a community service officer with the City of Brooklyn Park in 1977. That was mainly animal control, parking enforcement kind of issues, things like that. Then I was hired briefly as a security guard with the Hennepin County Juvenile Detention Center for just a few months in June of 1979, and I worked on the night shift. So I was introduced to working those hours at that point.

In February of 1979, then they did the background, I tested for the Saint Paul Police Department. They went through the background and then I was hired for the Academy on October first. I had the opportunity also to—I would have been in one of the first classes for the POST—Peace

¹ Circle Pines and Lexington Police Departments combined in 1975-76 and became Circle Pines/Lexington PD.

Officer Standards and Training², but because I had the appointment offer with Saint Paul I declined that and went with the Saint Paul department instead. Because I would get my training and I did not have to pay for it. That was a very good deal for me.

KC: Where did you go to school?

BH: High school I went to Robbinsdale High School. That's where I was raised, a little town, a little suburb outside of Minneapolis. I got my two-year degree at North Hennepin Community College. Then I decided I did not want to continue my schooling at that point because I was anxious to make money and you know make my place in the world. I did eventually get a four-year degree. It took a while. In fact John Harrington³ helped me with that. He was one of my advisors at Metropolitan State University. So I got my four-year degree in law-enforcement management, using a lot of the credits from my job and also from the FBI National Academy⁴. I got that in May of 1999. And other than that and what I learned on the job that was my schooling background.

² The Minnesota legislature created the Minnesota Peace Officer Training Board (MPOTB) in 1967 to regulating the practice of law enforcement. In 1977 several legislative amendments were added to create Minnesota Board of Peace Officer Standards and Training (POST Board) and the first law enforcement occupational licensing system in the USA. This system established law enforcement licensing and training requirements and set standards for law enforcement agencies and officers. Minnesota officers are required to have a two year degree and 48 CEU—continuing education credits every three years.

³ John Mark Harrington was appointed police officer July 11, 1977; promoted to sergeant September 7, 1983; acting lieutenant January 4, 1997; lieutenant November 1, 1997; title changed to commander January 1, 2000; senior commander July 1, 2000 ; assistant chief May 8, 2004; chief July 1, 2004; and retired June 14, 2010.

⁴ The FBI National Academy is a professional 10 week course of study for U.S. and international law enforcement leaders that serves to improve the administration of justice in police departments and agencies at home and abroad and to raise law enforcement standards, knowledge, and cooperation worldwide. Four times a year this 10 classroom-hour weeks course is offered for some 250 officers who take undergraduate and/or graduate college courses at a Quantico, Virginia, campus.

KC: Were you an athlete growing up?

BH: I would say no. When I was in school we did not did not have Title-IX⁵. Women were not encouraged to do much in the way of athletics. So the notion actually back when I was in high school that I would go into policing, I knew that I had had to do something physically, as far as increasing my aerobic capacity and my strength. And I thought, I don't know, can I do this? But I thought if I have to I will. And I did. I think actually by the time I left I was in better shape than when I started.

And the FBI Academy also helped. We would get into the lifetime habit basically of running or jogging and eating better and just looking at my health, looking out for my health better.

BH: You were the first woman that was sent to the FBI Academy from Saint Paul Police.

BH: That is correct, yes. Chief Finney⁶ came on board and then not long after he became chief in 1992 he approached me and asked if I would like to attend the FBI Academy. I did not know a lot about it at the time, but one of my supervising officers, I think I was in Internal Affairs at that point, Larry Winger⁷ had really encouraged me to do it. His brother Don

⁵ Title IX is a United States law enacted on June 23, 1972. The law states that No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance. Although Title IX is best known for its impact on high school and collegiate athletics, the original statute made no explicit mention of sports.

⁶ William "Corky" Kelso Finney appointed January 4, 1971; promoted to sergeant April 1 1978; the first Black male promoted to lieutenant March 8, 1982; captain February 23, 1987; and Saint Paul's first Black chief July 17, 1992; and retired June 30, 2004.

⁷ Larry James Winger was appointed patrolman April 1, 1968; promoted to sergeant May 11, 1972, lieutenant October 10, 1979, captain August 5, 1984, and retired July 30, 1999.

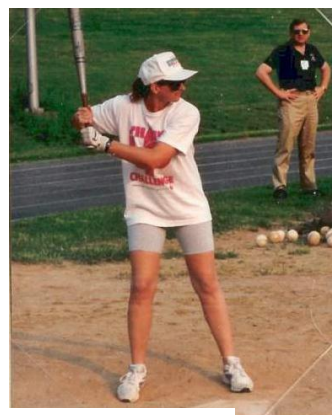
Winger⁸ also had gone to the FBI Academy and they said, “Absolutely you need to this.” So I talked about with my husband and the very next day I went in to the chief and I said,



“Yes, I would love to take you up on your offer.” And I am so glad I did because it opened a lot of doors for me. I think it helped me with progressing through the ranks as well as I made a lot of wonderful friends who have maintained those contacts through the years. So, I am very grateful for having gone.

KC: How many other women were at the academy at that time?

BH: It was a total of sixteen. And at that time that was the highest number that they had ever had at one crack. There were two hundred and fifty-four people attending, and that includes people from international countries as well as the United States, April till we graduated June 18, 1993.



Socializing and playing softball while at the FBI Academy

⁸ Donald Stuart Winger appointed patrolman May 1, 1972; promoted to sergeant May 20, 1976; lieutenant May 26, 1985; captain September 23, 1989; Commander of East team December 1992 to December 1997; leave of absence in August 1998; and resigned December 17, 1999 as senior commander. He served as chief of Maplewood Police Department August 1998 to August 2002, going on to become Dean of Professional Program at Saint Mary’s University in Minneapolis.



Beverly Hall
Official National FBI Academy photo
April 1993

KC: You were hired. You begin an academy in Saint Paul. Can you talk about that?

BH: Well I was one woman of twenty-seven people total. There was one African American man and me as far as minorities, and another gentleman there who I think had an American Indian background too. But I was it as far as women go. At that point they had progressed from when Debbie Montgomery⁹ didn't to have her own locker room [when she went through the academy in 1975]. I at least did. But I was the only female in the class, so I was the only one in that locker room at that particular time. In general academically I did very well. I was usually in

⁹ Deborah Louise Montgomery was the first female to complete the same academy as male recruits and appointed police officer September 8, 1975; the first Black woman promoted to sergeant November 8, 1987; lieutenant May 29, 1998; title change to commander January 1, 2000; senior commander February 8, 2003; retired July 31, 2003; assistant commissioner the Minnesota Department of Public Safety 1991-1998; the first Black woman to serve on the Saint Paul City Council in 2004-2007.

the top. I was not always number one I was usually number two in the class.



Saint Paul Police Department Academy Class—1981
Rookie Officer Bev Hall back row third from right

Physically I took a beating. They would do things like wrestling, which I had no background in whatsoever. They did not teach us wrestling when I was going to high school. And whenever we would be paired up let's say to do defensive tactics or things of that nature, they would put me with the people who were closest to me in height. And the only problem was those people had a background in martial arts. Several times I would come home and my hips would be bruised because they were brutal. Did I have to learn to do that? Absolutely! I had never been in a fight, physically before and I had to get some sort of a background and get toughened up. It was not a pleasant experience. It was exhausting.

KC: Did you think about quitting?

BH: No.

KC: Why?

BH: I can be really stubborn [Both laugh]. Some people would say “No that is just being motivated,” but no it just did not occur to me. You know I had set this goal for myself and it was something I was going to accomplish whether people wanted to support me or not.

KC: This is two years after the court-ordered class of 1977. What were your trainers like? Did you feel that they were fair and supportive to you?

BH: Did I feel the love? No. In this book Breaking and Entering¹⁰, I talked about—there was one instructor that I recall, and he was a member of the department. He came in and he showed them, before even starting his class, he showed this extremely sexist cartoon. And I thought okay, we are going to get off on a really good foot here. And as it turned out, he was just a jerk, and he remained that way throughout his career.

Overall the men that were running the academy were supportive. There was a time towards the middle where I was just getting really worn down, just worn out with all the crap that was going on. I did not say anything but they sensed that I was withdrawing from participating. I did not attend a Christmas party and they wanted to know why. I said, well because I had been abused and as far as these comments and jokes.

¹⁰ Fletcher, Connie, Breaking and Entering, Harper Collins, 1995. Over 100 female officers share their stories including Commander Hall.

And my boyfriend¹¹, who later became my husband, they weren't treating him very well. I thought now why would I subject him and me to this treatment? What I did not know was that after talking with me they took some of the male members of the academy aside and said, "Look you better ease up on her." And they did. In fact a couple of them had later said, "Jeez we're sorry, we didn't know that this was really creating problems for you."



Bev and Chuck Neuman
1981

What really was the turning point was, there was a female instructor, an outside person. She was not a member of the police department. She came in and I do not even remember what the topic was, but she singled me out and wanted to know what my opinion was as a female. I was so intimidated at that point because I knew no matter what I said, after the class that I would be harangued by my classmates. There was a standing rule that you had to respond when the instructor asked you to. But, I told her I was not going to answer that question. And she said, "Well do you feel uncomfortable?" I said, "Yes I do."

Then it was at that point that one of the other students, one of my classmates, stood up and he says, "You know what I'm really sick and tired of people picking on Bev because she's the one female in this group."

¹¹ Husband is Charles Neuman

Which you know endeared me to him to this day. And at that point another of my classmates stood up and says, he just put it on the table he says, "You know, I know that if you're at a bar fight and if Bev, you know she is not going to knock someone out with a single punch. But she's gonna try and that's all I ask." And then it was like everything changed. The dynamics changed and I was able to see that, okay, there is some support here. Things got better and people kind of rallied around. So it got better after that in the Academy.

KC: Do you remember any examples of what it was like before that, where you were really the punching bag of—

BH: Of jokes? Well no because as you get older those things fade. When I got on the street there were officers who used language. I remember one in particular and he later apologized for it—years later apologized for it—but he would use the C word. And he said this in front of citizens in relation to me. Which again I was very young. Of course as a sergeant or in my later years I would not have accepted that. But I did not say anything. I probably made some retort. But would I have gone to the supervisor? No. At that time sexual harassment did not exist. There was no such phrase. There were no policies in place. Had I complained that would have been my death career-wise, so you just took it; you just took it. Okay this is I guess part of my dues that I have to pay. That is what I thought at the time. As time went on and I got more experience under my belt, I realized that you know I don't have to put up with that. And while I still never made a complaint officially, I would take people on.

There was one occasion that comes to mind where another officer who was younger than I, who had less time on the job than I did. In my presence he referred to a person at the communications center as a “c-u-n-t,” which I really took offence at. But I waited until the report-writing room was empty and then I told him, I said, “You know I would watch my phraseology if I were you.” “Why?” he said. “You don’t understand that when you call a woman that term it’s like calling a Mexican a *Spic*. It’s like calling a Black the n-word.” “That is very offensive to me.” “Well she is.” I said, “Well she may very well be, but I don’t want to hear you say it.” Then word got back to me, “What’s her problem”? And that, you know, I do not care. It felt good to me to push back and say, “No, I don’t have to take this anymore.” I never said anything to the woman, she was not popular. But it did not matter to me. You just don’t treat women like that.



KC: How many years were you on before it felt safe enough?

BH: Probably maybe three years. Three—four, something like that in there where I started speaking up. The other thing, too, is I also became president of the Minnesota Association of the Police—MAWP in 1982 so that may have also fueled my self-confidence and also my desire to speak up for other women on the job.

KC: So this is only three years on.

BH: Yes. I was quite young. And the reason I got involved with that, too, is I became a member of the MAWP in 1978 when I was a CSO—Community Service Officer, but I did not really know the women. The chief of Brooklyn Park at that time was nice enough to let me attend an International Association of Women Police—IAWP conference that came to Saint Paul. And he allowed me to go. I heard about this. I thought, “Oh this would be fantastic! I would get to you know and meet women who are doing this job that I want to do. So he let me take a day and go there.” That is when I first got to see Debbie Montgomery and I got to see Carolen Bailey¹². There was a newspaper article about it so I had asked them how can I be a member. So that is how that started.

¹² Carolen Fay Bailey was appointed policewoman July 17, 1961; resigned December 3, 1963; returned to the department September 16, 1964; promoted to Sergeant December 25, 1971; lieutenant May 25, 1985; and retired January 31, 1991. President International Association of Women Police 1980-1982; Minnesota Association Women Officer of the Year—1980, Minnesota Assistant Commissioner of Public Safety 1992-1997; IAWP’s Dr. Lois Higgins-Grote Heritage Award—2003.

When women would be involved in that association other things would come up. An opening came up [for president], and I thought I did not want to see the association die. I thought, “Okay, it will be my turn to step up”. That is how that came about. The other thing, too, I got involved because back in 1981 I did receive a pink slip. I was almost laid off, but because a number of people retired at that



**Minnesota Association of Women
Police Board**

in the early to mid-80's.

Standing left to right is Grace Tester, Ramsey County Sheriff, Joanne Springer, Ramsey County Sheriff, Laura Johnson, Brooklyn Park Police.

Seated left to right is **Bev Hall** and Suzanne Hackett, Minnesota State Patrol.

All of them except Joanne have retired from their respective departments and all left at the rank of lieutenant or higher.

time my position was saved. But I had gone to the MAWP and said, “Look guys you know this is happening to us and we need to take a stand.” So that is kind of how also I got involved a little more in the association and its functions.

KC: It sounds miserable. It sounds painful to go to work everyday. Why did you stay?

BH: It was initially. Because I thought it would get better. And eventually it did. Some of it, too, was being so young and also being so new to that job. There were times I remember going into the job thinking, “What are they going to say to me today? How am I going to get through this? What if something comes up and I don’t know, how to handle it?” Because nobody wants to be perceived as weak, or unknowing. I will say that what this job did is it taught me how to, as they say, “fake it till you make it.” I did that a lot that is true. But as time went on I could see, “Okay, I

handled that and that worked out well. Okay, let's do something else." And then eventually I realized I could handle pretty much anything that they could throw at me. Then things got a little better and I decided I would try to get promoted. So I did that.

KC: Before we talk about your promotion, how did your family feel about you going into police work?

BH: Well my parents, Kenneth and Harriet Hall, never said anything negative about it. They never expressed any concerns about my safety or my welfare, which is kind of amazing to me.

I came from a family of teachers and librarians, primarily that is what my Aunts and Uncles did. My grandfather was a mail carrier. There were no police role models for me so it was like, "What happened there? You know why is she doing this?" I really don't know. As a little girl my contact with the Robbinsdale Police Department was a couple blocks from my home. They had a police station and you could go in and you could get cold water and they had a pop machine. I would hang out there for a little bit after a hot bike ride or something. But I never had anything necessarily positive or negative happen to me. Why I would go into policing, I don't know. Other than it was just something that seemed interesting to me to do.

KC: Was your boyfriend to become husband involved in law enforcement?

BH: No. At the outset when we first started going out, I was in college, going to class for my law enforcement degree. So Chuck knew that was where I was heading. But, no, he became a machinist, and then later a purchasing manager. So he had nothing to do with whatsoever in law enforcement, which I think was a good thing. It was a steadying influence. Because

this is a crazy job; I mean it whacks you out psychologically for a while, especially if you are young, because you really don't have an anchor. You really don't understand what life is. And I was so busy trying to fit in with this macho group of cops and their ethos and it was good to have somebody who could say, "Knock it off. I did not become a police officer and I don't want this having a negative impact." You become so enmeshed in the police world that you forget that there is a whole big life out there and that people do not always have the same view that you do. Or that you have come to have because of the experiences that you have.

KC: So he brought the balance into your life.

BH: Oh, Yes! It was interesting too because as we progressed in our respective careers he became a mid-level-manager in a private enterprise. And I was mid-level in a government entity so we would compare notes on different personnel issues, things of that nature. So I gained an appreciation for how the private sector views policing. I think he also gained an appreciation for supervisory issues that I was dealing with too. So it was an interesting development. I think we developed a mutual respect as a result of that.

KC: How did police work affect your marriage?

BH: Well, I worked a lot of midnight shifts. And he did too for a while when he first started as a machinist. He worked a lot of midnight shifts. And then he went to the day shifts and I was working midnight shifts. So there would be times where we would go for several days and not see each other. That was kind of tough, but every now and then he would do this what he calls checking in, you know seeing where I am at. Oftentimes though, what I did that a lot of people do not do, I did share a lot with him about what was going on—the calls that calls that I had. It actually

got to be too much when I became the commander in the Sex Crimes Unit because I would tell him about some of the horrific things that would happen and he finally said to me one day, "I can't take it. I can't listen to this." And I realized, "Oh I guess you can't. I should ease off on that." So that is when I kind of pulled back a little bit. "Okay yeah that is too much. I should not be sharing that with you". Because with that field particularly, in law enforcement, it just really skews your view of reality.

KC: Officers see the rawest of the raw in humanity.

BH: Yeah, it is, it is. I headed that unit twice. The second time I went into it I knew Chuck really was not excited for me to do that. The Family and Sexual Violence Unit it really was my passion. And I developed that as my career had gone on and I did not really know I had it until I got into it. I thought it really was important to me to make a difference and to help out.

Basically what happened was that unit was created by a grant written by my predecessor, who was one of my partners, Mike Toronto¹³. I could tell you a lot of stories about him and I [Chuckles] when I developed this passion for doing this [particular work]. It really became very important to me. That was my legacy I felt to the department was getting this unit up and running and have it be effective. And cut down on fatalities relating to domestic violence, then that would be something that would be really good. So that is what I did.

KC: What made you decide to get the promotion test?

¹³ Michael Patrick Toronto was appointed police officer September 8, 1975; promoted sergeant April 17, 1994; lieutenant November 20, 1999; title changed to commander January 1, 2000; and retired March 20, 2002.

BH: For sergeant when I first took the test I still did not feel I was old enough or had enough experience but I thought it would be a good idea to take the test regardless, just so I could see what that process entailed. And as it turned out, the very first time I took the sergeant's test I missed passing by one point or one question. But I was not upset by that. I thought, "Well good. That will give me more time to get more experience under my belt."

The second time when I took it was after I had gone into the street crimes unit in 1985 for a six month stint and got a taste of what it was like being an investigator. We investigated a prostitution case involving minors. I thought "You know I could do this." And it would not only give me a bump in salary, but it would get me out of this working the midnight shift



Husband Chuck Neuman
pins on sergeant badge
at promotion ceremony

routine, dealing with drunks, and having this really cynical, very narrow view of humanity.

So that was another motivating factor for me to take the test. So I studied and Carolen [Bailey] also gave me some notes that she had taken when she took her promotional test.

I was promoted in 1986, so I took the promotion test in 1985. As I recall I came in as number eight or nine on the sergeants list. And Nancy DiPerna¹⁴ was

¹⁴ Nancy Elizabeth DiPerna was appointed police officer October 31, 1980; promoted to sergeant March 9, 1986; lieutenant May 1, 1990; commander October 4, 1997; senior commander January 1, 2000; assistant chief June 26, 2004, July 3, 2010 returned to senior commander; and retired November 30, 2010.

promoted off that list and she was promoted before I was as I recall.

KC: Nancy DiPerna became the first female Assistant chief.

BH: My first assignment was Narcotics and I worked that for eighteen months. I was a street supervisor for about a year. Then I was transferred into the communications center and I was there for two and a half years. Primarily on the midnight shift, but that was by my choice for the most part. I liked working it; I liked the people I worked with up there.

Then I got a visit from Chief McCutcheon¹⁵ at that time and he asked me if I wanted to go into Internal Affairs. I took a breath and I thought, "Whoa, why are you asking me this?" There were so many things that occurred during my tenure as a street supervisor. Chief McCutcheon saw in me the ability to be very straightforward. He said, "You call 'em as you see them." I said, "Well, then I'm thinking about it I accepted the assignment into Internal Affairs."



While I was there that was about the time that Chief McCutcheon was promoted to Chief. At that point, in 1992, when Chief Finney took over and then I had the opportunity to go to the FBI Academy.

1987

Prior to doing that I was transferred out of there and went into the Special Investigations Unit as the pawn shop coordinator, which basically was, to my estimation, a glorified clerk's position because nothing was

¹⁵ William Wallace McCutcheon served the Saint Paul Park Police 1948 to 1954, appointed patrolman January 4, 1954; promoted to sergeant August 22, 1960; lieutenant December 12, 1965; captain June 20, 1969; deputy chief February 4, 1972; chief April 1, 1980; and retired July 15, 1992.

computerized at that point. We would get all these pawn slips and then they had to be filed manually and it was just a horrendous thing. So I was very grateful when I was transferred into the Juvenile Unit.

I actually got to go back and do what I considered law enforcement again. I worked there for two and a half years and during that time we had two officers murdered on the East Side and there were some personnel fallout from that; officers going after each other. So I was asked to go out to the Eastern District as a supervisor to try and kind of ease tensions a little bit. I did that and then it was while I was there that I took the test for lieutenant. And I was promoted and they kept me there in that district. That was the point where Mike Toronto, who was my partner, he had become a sergeant in the meantime, we went from being colleagues and peers and then I was his supervisor [Chuckles]. But to his credit he was very supportive and we worked very well together. He became my driver, as he liked to say. So we would go out after doing roll calls and after I got the paperwork done and then we would go out and back-up the officers and do our supervisory thing. That was one of the most fun parts I think, in my entire career, I really enjoyed that.

Then he got transferred to the Field Referral Unit, which was the domestic violence unit, basically, at that time. That is when he developed his relationships with the advocates in the domestic violence arena. He became quite good. He was a good investigator. So while he was doing that, I went into investigations at the district level. Then I was transferred to the Downtown Patrol Unit and Central District Investigations. And

that is where I worked for Nancy DiPerna and became, basically, her executive officer, at that point.

More transfers and things of that nature and I came inside. I have had a lot of different assignments. At that point Mike Toronto got transferred to run the homicide unit. And they asked him, "Who do you think should replace you?" He said, "Me." I thought, "Yeah, I'll do that." I was then running the Sex Crimes unit. Then the grant came through. Now, suddenly, I had to put together a Family Violence Unit, and incorporate the Sex Crimes Unit into that. And the only monies we were given was for personnel, but nothing for equipment like cars or computers. Then space was an issue. We were at the old Public Safety Building/Headquarters Building



at 100 East Eleventh Street. It was interesting. The main benefit that I got was the Deputy Chief Tom Reding pretty much gave me anybody I wanted. And I got some really good people. I was very fortunate. Even if you do not have everything that you need, if you have got the good people, that is more than half the battle. I worked that unit until 2003.

Then there was a financial crisis, so Kelly¹⁶, who was mayor at that time, basically told the chief that he could only have so many commanders in different positions. I know I have the record I think of like four transfers in three months or something like that because they had to figure out where

¹⁶ Randy Kelly was Saint Paul mayor 2001- 2005

I was going to go. Ultimately what I wound up doing was I worked in the Juvenile Unit. I was a grant manager with some grants involving juveniles. They thought they needed someone full-time to oversee these. I got that experience and then John Harrington came on board as chief and I wound up assuming my position again as commander of the Family and Sexual Violence Unit up until December in 2005 at which point I went into my final position which was the commander of the Crimes Against Property Unit. And that is where I retired from.

KC: Why did you retire?

BH: Well I had been planning to do that for five or six years prior to my doing it. A commander role, even though the officers do not realize it, it is very stressful. There is a lot of pressure, and of course depending on what assignments you are given. You know in my FSU—Family and Sexual Violence Unit position you get calls at all hours of the night saying, “An officer has been accused of sexually assaulting somebody.” or, “There has been a rape, what do we need to do?” things of that nature. It was very wearing on me. I was concerned for my health. I had heard the statistics basically that when an officer retires sometimes they do not live much past their retirement age; you know two or three years. I thought, “Not if I can help it! I put way too much time in.” I thought, “I am going to escape as soon as I possibly can.” And that was my fiftieth birthday. That is what I did.

KC: You hit the magic number.

BH: Yes.

KC: How many years on the job?

BH: Well at that time I had twenty-eight. Then plus the time I had as a CSO—Community Service Officer [in Brooklyn Park] also helps. Because when

we merged with PERA, I bought that time back and paid the interest, which probably was one of the best financial decisions I ever made. Now I have that little slice of income in addition to my pension. It is a pension, so it is two pensions instead of one. And do I regret it? Absolutely not. My Mother¹⁷ passed away in 2006. I had hoped that when I retired I would be able to then devote my time to taking care of her, but she died in the year before that. But what that then allowed me to do is it allowed me to finish fixing up the house that I grew up in, in order to eventually sell it, which we are doing now. Had I not been retired there was no way I would have been able to oversee the projects that we have been doing there. That has kind of been my job since retiring.

KC: What did you miss most? When you first retired?

BH: I really did not miss it to tell you the truth. I felt like I was on vacation, that I was playing hooky, because I did not have to go into work on a Saturday night at the watch commander's office. Did not miss that, one eye-o-ta. That was another reason that I wanted to go. Because I had had my fill of working the midnight shift and I did not want to do it anymore.

KC: When you look back, where did you have the most fun?

BH: Well like I said, I think in patrol as a supervisor—street boss.

It was a good job. Great job because you are not stuck. You can go pretty much wherever you want to go and run in on whatever calls you want to run in on. Yeah, I enjoyed that. I enjoyed getting to know the people that I worked with.

¹⁷ Mother Harriet K. Hall (1925-2006) resumed her teaching career teaching business education, typing, shorthand after her children were mostly grown.

KC: What was the hardest?

BH: Personnel issues are always tough. Those days, when Jerry Vick¹⁸ was killed and when Nip—Tim Jones¹⁹ and Ron Ryan Jr²⁰. were killed. Those were the toughest days. Very difficult.

KC: How did you find out about each of them?

BH: In 1994, I was working in the Juvenile Unit. When I came into work that August morning, I was wearing a skirt and these kind of shoes, and I heard—someone told me that Ron had been shot in the head and things were not looking good. I knew Ron Ryan. He would come in, always had a smile on his face and would say, “Hi Sarge. How’s it goin?” I knew him back when I was in Internal Affairs, he was a CSO [Community Service Officer] and he would shuttle cars around. So that was tough to hear. And we were monitoring the radio and then I heard about Tim being shot. Tim had been one of my back-up officers back when I was in patrol on the East Side. He was one of the few people that had the courage to come and visit when I was working Internal Affairs. Some officers would say they did not even want to come in even if they were not under investigation because they had this stigma. But Tim, he said, “I ain’t afraid. I’m just gonna come right in and say hello.” So when I heard that, that to me was

¹⁸ Gerald Dennis Vick appointed police officer September 18, 1989, promoted to sergeant July 31, 1999; fatally injured by gunfire May 6, 2005. Receive the Metal of Valor 1991, 1997, and 2005.

¹⁹ Timothy J. Jones was appointed police officer October 31, 1978; fatally injured by gunfire while searching for the suspect of Officer Ron Ryan’s murder August 26, 1994.

²⁰ Ronald Michael Ryan, Jr. was appointed police officer January 23, 1993; fatally injured by gunfire while responding to a “slumper” call August 26, 1994.

impossible because he was just a life force all his own. So when I heard he did not make it that was a very, very tough day, very tough.

KC: Where were you when Jerry Vick was killed?

BH: In bed at home. It was three-thirty in the morning and Mike Moorhead called me and told me. Because I was dressed casually in the earlier incident I could not go out and assist in the manhunt. I felt, you know, someone also needed to stay in the unit and deal with business. As it turned out, nobody brought any juveniles in that day, but it was helpful for me to stay there because I helped debrief other officers when they came in, when they were done because I could not participate back in 1994. Even though I was not ordered to in 2005, I put my uniform on and I went in and assisted where I could with the search at that point.

KC: What is that like? Standing in formation for a fellow officer that you worked with?

BH: At the funeral? It sucks. Putting it bluntly, it really does. I remember standing on the steps at the cathedral and watching Tim's casket go by.

[long emotional pause]

KC: After Ryan and Jones were killed on the East Side, and the East Side was raw. you said you were sent over there to be a street boss to help work with the officers. Was that because you were a woman and would have sensitivity?

BH: Yes. There were allegations made that the supervisory staff at that point, and I do not know that I concur with it, but I was not there, that there were some women who felt that some of the men were sexist and were not being treated fairly. I do not know if that is a result of all the anger and all the issues that boil-up as a result of the officers' deaths, or if that was something completely different.

But yes, because I was a female and I had had some success as a supervisor, they seemed to view that, as you know, that I would be a competent person to be placed out there. That was why I was asked to go. I was not really all that excited to do it, but then Mike Toronto who was assigned out there at the time had told me that there were issues. It was a very troubled district. Part of the thing was that the administration did not really know how to fix it, how to react. So even though Captain Don Winger at the time was requesting help, he was not getting it. At least that was my understanding.

So, like I said, there was some anger building up. When I got there, I think it had been maybe two or three weeks, when I came into work one night, my boss, the lieutenant was there. Which I thought was really unusual because he worked a day shift. Then I was informed that the previous night, after we had left, there had been a call out at an apartment. What wound up happening is an African American officer had told—there was group of angry citizens—an officer had chased a suspect into a building and there was a struggle. So a number of residents had come out and they were upset. One of the African American officers that had responded had rightfully told them, “Look, if you don’t like what you saw here call Internal Affairs. Here is the number.” Another officer who had responded to the original call was very upset on hearing that. He thought it was improper; it was almost like a betrayal that the African American officer would say that. So they started arguing with each other in front of the citizens. And this was before the scene was under control. It eventually evolved into chest bumping of the officers. Obviously that

situation had to be dealt with. With my background in Internal Affairs, the lieutenant was asking me, "Well, what should we do?" I said, "We need to interview these people." Get them in. Ultimately, what wound up happening was a couple officers were transferred.

It was a very turbulent time. What finally quelled those things weren't so much the transfers, but was Ron Ryan himself. The department made a video and Ron basically said, "People, you have to get rid of your anger, you can't be doing this." Eventually the administration, the deputy chiefs apologized. They got all the officers together at various in-service trainings and said, "Look we didn't handle this as well as we could have and we apologize for that." And then the healing started to take place.

KC: I think what I am hearing is, not going to your training in Internal Affairs, but your perspective as a woman was instrumental.

BH: It probably was. And later Chief Finney wrote me a little note. We were in an in-service training and he wrote me a little note, saying the changes that had taken place at the Eastern District he attributed to my contribution, which was nice to hear, nice to see that.

KC: Lisa Millar McGinn²¹ was promoted sergeant in 1983, Carolen Bailey had been a sergeant since 1971, but was never consider to have taken the same test as males until she became a lieutenant in 1985. Nancy DiPerna was became a sergeant in 1986, just before you, but had not served as a street supervisor. Women as command staff were very new. What was it that you brought in, what was your style?

²¹ Lisa Millar McGinn was appointed police officer July 11, 1977; promoted to sergeant January 18, 1983; lieutenant June 24, 1988; commander July 18, 1998; title change to senior commander January 1, 2000; and retired April 4, 2003.

BH: I would like to think that I listened to people and I tried to be as fair as I could. Not make up your mind prior to doing an investigation, hearing both sides of the story, or as multiple sides of the story as exist. Getting peoples input, because I know that they appreciate that, rather than just being told what to do. I think I tend to see myself as more collaborative. Where I would as an investigative unit supervisor I would ask people's opinions, "What do you think? This is what I am thinking of doing. What do you think? Is this going to impact your ability to do the job? What can I do to help you get the job done?" I don't know that that is necessarily unique to being a female, but maybe at the time it might have been.

KC: Was there anything that you tried then said, "Well that didn't work for me."

BH: As an officer I had gone the route of trying to be physical with people. That was the model at the time. I was trying to see where I fit in to things. Finally it got to the point—I remember one Saturday night looking at my swollen knuckles and saying, "Ya know this is just not me. This is not how I want to do business. This is not how I want to run my life. I would take heat for talking to people, but ya know what? It was effective. I decided, "I would much rather do law enforcement MY WAY. Screw you. At least I can go to sleep knowing I did the best job that I could". And it was a whole lot easier than getting into fisticuffs with people. They may or may not have deserved it but it is just a lot easier when you can talk to people. I took that on as a challenge to see if I could do it. I learned, "I can, I can do this. It is possible. I can be my own person and do things the way I want to do them, and not how somebody else dictates that I do it."

KC: Were there any times in the early years where you thought, "This was a good experiment, but I am going to walk away, I'm going to go do something else." Try a different line of work.

BH: No, not really. Although I thought if I was going to change work, what would I want to do? And probably I would have gravitated towards journalism or something in that regard. My dad, for instance, had he not been a teacher, he would have been a really good journalist, cause he was interested in a lot of things. And he knew how to talk to people; he knew how to talk to people and get a lot of information out of them. Either that or he would have been a good cop, too.

KC: At what point were you on the hostage negotiating team?

BH: I tested, I think, it was about 1990. I was in the communications center as a supervisor and they put out a notice for a negotiator, and I thought, "You know what, I could do that." What I did not do, and I coach people on this now, I did not prepare for the interview. I just kind of assumed I would just go in and wing it. Well I did not make the first cut that time around, another person did. And Denny Conroy talked to me, he says, "You know you really should have given more thought to the questions that we were going to ask you." And he was absolutely right. As a result of that when I did my promotional interviews I was very well prepared. I took that criticism to heart because he was absolutely right. But eventually they did ask me to come on board as a negotiator. I did not get any experiences doing any negotiating during that time.

Then Chris Nelson who was one of my classmates, he had been the coordinator. He knew I was taking an interest in being a negotiator, so he



Sergeant Hall
1991

asked me if I would take that on as being a coordinator. I was very honored to do that. So I stepped up and did that.

As it turned out I got my first experience negotiating with somebody in 1994. There was a gentleman, and that was the only time I ever

got an commendation, I wound up doing a face-to-

face negotiation with a guy who was holding a gun to his head—a shotgun, I think, to his chin, in the

basement of a house in the seven hundred block of Holly. Eventually this poor soul did commit suicide, but not by gun. He threw himself off a parking ramp at a hospital. Chris talked to this man probably for a good hour before I got there and was not making much progress. And we had heard about some research that New York City had done that if a female negotiated, talked to somebody then within two hours generally they would give up. I think that is what it was, something like that. So we thought, well we've got nothing to lose, let's give this a try. So I went down, he was in the basement, talked to him. Of course I had back up; they²² were there out of the sight line of the person who was threatening to do himself in. And we got him out. I think I took maybe about an hour or two to get him to put down the gun and come over. But it was probably one of the most exhilarating experiences I have ever had basically. Because you do realize you have just saved a person's life by

²² Officers Joe Flaherty, Pat Scott, Stephen J. Johnson and Sgt. Chris Nelson received commendations for the same incident

doing that. And that was very thrilling. It felt good. It was very rewarding to me to do that.

KC: Afterwards how do you debrief?

BH: Denny Conroy²³ was very much involved with our group so he debriefed us.

KC: And Denny Conroy was a sergeant on the department and a licensed psychologist working with the department's EAP—Employee Assistance Program.

BH: [Laughs] He did give me some feedback—I'm laughing because he said to me, he says, "Do you realize that what you said?"—Joel was the name of the young man who was troubled. And he says Joel had made a comment, I don't remember what it was, but my response to it was, "Joel, are you crazy? We're not gonna take you to the hospital," or some such thing. I don't even remember what it was. But I did not even know that I had said that. When Denny said I had said that I just, you know, what are you going to do? Just laugh. Oh my gosh, that was a terrible thing to say. And I note that in the vernacular. It was good to get that feedback. I just had no idea that I had said that. You know you just kind of, you are grasping for any hook that you can get that will make him bite and make him do what you want him to do. He did the debriefing, but even in spite of that I know I did not get to sleep until very much later that night

²³ Dennis Lee Conroy, PhD, was appointed patrolman May 22, 1972; promoted to sergeant June 6, 1978; and retired November 29, 2002. Was awarded a Doctorate of Philosophy in Psychology September 5, 1987.

because the adrenaline was just kicking in big time on that. As exhausted as I was I just thought oh, this is great, I want to do this again.

KC: Was there another opportunity?

BH: I did not get any opportunities. We got called out several times but I did not do anymore direct negotiation because I had other people that needed the experience. So they were given that opportunity. We had one guy up on Hoyt; unfortunately he killed himself before we got in. After I finished being the negotiating coordinator I got called in to do Freddy Bowen in 1996, he was on Snelling and Portland. Unfortunately the CIRT/SWAT guys had to take him out. Because Officer Jim Campbell and one of my negotiators, Jane Laurence, did try talking to him and he just ultimately would not respond. And when the CIRT/SWAT approached him he pointed a gun at them so they had to take him out. I had opportunities to coordinate our department response. I never did a direct negotiation again I don't think. I may have talked to maybe one or two other people, but it was not just as a primary for very long.

KC: And you were the first woman every put in charge of the hostage negotiations

BH: Yes that is correct.

KC: It sounds like Denny Conroy did a little mentoring with you. Who were your mentors? Did you have female mentors?

BH: Well Carolen Bailey and Lisa Millar McGinn. Actually I was also her exec—executive officer at the East District after Don Winger was loaned to The Community Policing Institute, then ultimately became chief for Maplewood in 1998. I worked closely with Lisa and got to know her and appreciated her qualities and learned from her as well. And then I

worked for Nancy DiPerna. Difference in style between the two women. Both have very good strengths that I could learn from.

KC: Did you feel that women there were willing to mentor you or did you find that there were more male mentors? Or neither?

BH: I was very known to be mentored by men as well as women. The Winger brothers were very instrumental. I worked for Larry Winger, I think, for the first year I was in Internal Affairs. And then I worked for Don when I went out to the East Side in 1994. Both of them had encouraged my participation in going to a management school and going back and getting a four-year degree. I had gone through a lot of stress that year when I was promoted to lieutenant because we were building a house in Vadnais Heights and my Dad's health was not good. So I was having these personal crises and stresses. But he was always there saying, "You need to go back to school." Because I had taken a year off because there was so much going on, I just could not do it. But he was always there and supported me.

And there were people actually outside of the department too. Joy Rikala was the first woman from Minnesota to go to the FBI Academy. She also encouraged me, especially when I was at the Academy, or just before I left. She took me aside and said, "This is what you're gonna need when you go." And knowing all the women that I did networked with through IAWP and MAWP, I got a lot of good advice from them too. Because they offered me an ability to either vent or to share my situation and I did not have to worry about them coming back to me in a round about way. That is why I was very willing also to mentor others, not only from my department, but from outside. Sometimes it is just easier if you have

someone from outside and you do not have to worry about internal politics.

KC: Were there women that you directly mentored in Saint Paul?

BH: Definitely. Kathy Wuorinen²⁴ would be one. Jill McRae²⁵, I got her on board with Saint Paul, and she will be the first to tell you that. Mary



John Harrington
2006

Nash²⁶, I kind of took her kicking and screaming into a supervisory role, but she did well. She did very well. She is outstanding. Sarah Nasset²⁷ was in fraud and forgery. Julie Weflin²⁸ came on board Family and Sexual Violence Unit and then she later came into Fraud and Forgery Unit where I was. And she always expressed appreciation for the fact that I was willing to take her on. But she is one of the outstanding investigators. I have had a number of women I have mentored. And I do it for men too.

KC: Did you work with partners in some of the early years? And what was your experience working with partners?

BH: Yes. I liked working with partners. It would make the night go by faster although I did find that I was more alert to what was going on in the street if I was not talking to someone in the car. I'll be very honest about that.

²⁴ Kathleen Anne Wuorinen was appointed police officer September 19, 1988; promoted to sergeant October 7, 1995; commander November 18, 2006; assistant chief of police July 3, 2010.

²⁵ Jill Elizabeth McRae was appointed police officer April 5, 1993; appointed inspector June 9, 2001; promoted to sergeant December 8, 2001.

²⁶ Mary Anne Nash was appointed police officer September 18, 1989; promoted to sergeant out of title February 12, 2000; promoted to sergeant September 9, 2000.

²⁷ Sarah Elizabeth Mathee Nasset was appointed police officer May 2, 1994; promoted to out of title sergeant May 20, 2006; promoted to sergeant November 10, 2007.

²⁸ Julie Kay Weflen was appointed police officer November 13, 1995; promoted to sergeant September 18, 1999.

[Laughs] I worked with Fred Fischer and John Harrington. They were in squad three-ten. Those were my first more or less regular partners. I was not a steady three ten person. I usually had my own squad but sometimes I would work with them if someone that was a processing car. So you wanted to have at least two people working that, if possible. So I worked with them. I worked with Bill Waterkamp. But before Bill I worked with Mike Toronto for a brief period of time. I specifically sought Mike out because I knew he was very good in burglary investigations or how to find burglars and things like that. And there was more commercial burglary going on at that time than you see today. I learned a lot from him. He was a hunter so he taught me a little bit about tracking. Not that I was particularly good, but I thought I can learn a lot from this guy. He had five years on him at the time. He later became a canine officer.

KC: Were there any tensions working with male partners because female officers are still new in the department. Were there any tensions with their spouses?

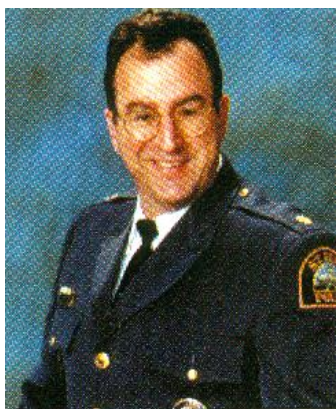
BH: I would say no. Not for me that I was aware of. Most of the women who were married to people I was working with knew who I was. I had been introduced to them at various times and I would try and go out of my way to make sure that they did not feel uncomfortable. I would never of course flirt with anybody in front of their spouse, especially mine. I mean that would be crazy.

I know Fred's wife at the time Trish, we got along really good. If there were any issues I never heard about it. John was not married at that time. Mike's wife Peggy is just a doll. You know to this day we are very good friends. I respect her immensely. Mike, at that time, was ten years older

than I was, but very macho. It was difficult working with him so eventually we did not continue. We did not do it for very long. But today our relationship has developed so I would say he is like my best friend. We have a good, solid relationship. And I have to say that the people that gave me the worst trouble probably in my Academy class probably became some of my greatest allies. It is interesting how things can change. And people change, including me.

KC: What was difficult working with Toronto?

BH: He had a view of people. He could be very physical with people. He was tall. He was not large at that time, he was very slender, but he could bring



Mike Toronto
2000

a physicality to bear, to intimidate people, get information that he wanted. And I of course could not. I was a hundred and twenty-five pounds at that time, very thin myself. I did not have that same physicality that I could use. He expected me to be like him. He was more arrogant at that time and had—there were roles that women were supposed to play. I did not fit that. That was kind of problematic.

But like I said, through the years we shared a lot and grew and appreciated the difference strengths we brought.

In fact it was kind of interesting—I think at that time I was lieutenant and he was sergeant—we went in on a call and one of the officers was called to a domestic and it was this really buff African American guy. He had just gotten out of the joint/prison and he was having an argument with his fifteen—sixteen year old son. I was just trying to distract the father while the officer was talking to the son to find out if any physical violence had

taken place. I was just saying, oh you know, we introduced ourselves and, "We just need to make sure everything is okay and then we'll be outa' your business." And just talking to him. And in the meantime Mike told me later, he says, "Well I had my flashlight in my hand, I just was trying to figure out where I was gonna hit him if he got porky with us, but it didn't happen." Mike expressed that he was very amazed that all I did was just talk to the guy and it just kind of helped diffuse the situation. Then we were okay and we shook hands and we went about our business. I think at that point he thought, "Oh, this is pretty good. This worked out well and you didn't have to resort to any sort of a physical confrontation," like he thought we would probably be doing. So that was kind of an eye-opener I think for him to. It worked out well.

KC: With partners or in other circumstances how did you deal with the *old boy's club*? Or were there situations where there was risquéness in the conversion that was not something you wanted to be a part of that could be part of male culture?

BH: I know it happened, but I can't think of right off the top of my head examples. I think perhaps there may have been during a party I think in the very early years they may have had like porn or something of that nature, so I would just leave. Because that just was not, I was so not into that at all. But I did not make a stink about it. I think I would just get up and go. It's been so long now that examples don't really come to the front of my brain.

KC: I understand. You got involved in the Federation. That had not always been a welcoming place for the female officers, can you talk about that?



Kenneth R. Hall

BH: My Father²⁹ was very much a union person. He was one of the founding members of the Robbinsdale Federation of Teachers.

That was in my background to have an appreciation for what unions do. I do not remember feeling *not* welcome at any of the meetings. I started attending meetings when I hit the street, or when I was eligible to. And I learned from them just by watching what Robert's Rules of Order were, which very much

helped me when I became president later of the MAWP—Minnesota Association of Women Police. People started getting comfortable with who I was because of the fact that I would attend and I was showing interest in what was going on. I became a steward because the president at that time was Bob Kunz Jr, said he was looking for people to be stewards and I thought well, maybe this is something I could do. I never, at that time, did not get involved with any big issues or any grievances or anything of that nature. I was expected to attend a once-a-month breakfast meeting where if someone in my crew had a question or anything that I was to bring it to the Federation's attention, which I did. And sometimes I took a little heat for it because the administration did not like the tenor of the question or whatever. But all I was, I was just the messenger. But it was a good experience. I am glad I did it. I attended maybe one or two conventions in Alexandria and maybe in other parts of

²⁹ Father Kenneth R. Hall (1924 – 2000) taught 9th grade social studies and driver's education for the Robbinsdale School District.

the state, I don't even remember now. But no, I was very interested in maintaining rights for police officers.

Its really interesting when I became management myself, then there were people that I had disciplined, but my dues were going to pay for their representation. And I am being deposed by those attorneys, and I am thinking, wait a minute what is wrong with this picture? But that is the very unique nature of Saint Paul because they do have managers that are participating in the one union instead of a separate supervisor union. There was a time when I thought that was good because the more numbers you have the more clout you have. But I changed my mind as things went on and saw we may have a difference of opinion as to what we really want to accomplish here. But when I left we're still part of the union and I am sure that still is the case. And I certainly do not agree with some things the leadership has done, but that is okay. They are entitled to do what they feel is in the best interest of their people.

KC: How long were you a steward?

BH: Not terribly long. I think it was a year or two.

KC: And then you were promoted.

BH: Then somebody else I think wanted to do it and I had other interests at that time I think. I don't remember, there was not a huge controversy or anything. [Laughs]

KC: Before we turned on the tape we were talking about uniforms and some of the challenges with uniforms for women in the early years.

BH: For most of my career I wore men's pants that were altered and wore a shirt that was too big because of sleeve length. They did not have a women's shirt for me; that fit my arms for a long-sleeve. And as a result

the pocket size was just too big. And then if I wore a women's short-sleeve shirt then the pocket size was too small because it was not large enough to hold a notebook, which all street officers need, or did at one point [Chuckles]. I'm sure they still do because they still have to fill out their reports, even if they are on computer now. So those were the issues. Plus ties, which I thought were silly for women to wear. The headgear, which, for the Saint Paul Police hat, looked absolutely outsized on a woman's head, especially mine. But we were told that is what helps create your aura of authority and that is what you have to wear, so we did.



1980



1991

KC: Did you buy into that it helps create your aura of authority?

BH: How could anybody look authoritarian if you look silly, but you know, rules are rules.

KC: In the twenty-eight years did anything change as far as women's uniforms?

BH: We did eventually get a pair of pants available that was a women's cut and had a little bit of elastic in it. I liked them because I thought they were

more comfortable. I have no idea how many people ultimately ordered them. And we were successful in getting the pocket size altered at least on the short-sleeve shirts, so hopefully that made life a little easier for the women who came after.

KC: What did it take to get these changes to happen?

BH: It really was not that difficult. It was mainly finding out from the women, I had to do like a survey, identify them and find them and then get them to respond. Find out what their issues were and then contacting the manufactures involved and seeing how willing they would be to make these changes. And also there was a current clothing committee that was Federation sponsored and getting those guys to help me out. And they did, they were very, very supportive and very interested in doing what they could.

KC: Was there any discussion about hats? About changing the hats style?

BH: I don't think so. At that time I was commander and I just had other things to do. I was not really willing to take on a whole lot. I thought if I could just get the pants and the shirt issue taken care of I would be happy. And I don't think—that really was not a huge concern for a lot—for the women that did respond to the survey as recall.

KC: What would you say were some of the biggest barriers that you faced as a female over the years?

BH: Probably myself, in that there were a lot of opportunities that did eventually open up. If a woman was willing to take them on, they could do it. I could have progressed up the rank structure farther had I desired that. But as time had gone on and I saw the sacrifices people were making to do that, I decided no that is not what I wanted to do. I did not want to sacrifice more family time than I was already. And to take more energy —

I would see my commander for instance when I was working on the East Side—he was splitting the shifts. He would come in in the morning and then go do something else in the afternoon so he could attend a meeting at night. And I decided that was not a kind of lifestyle that I wanted to have. I mean as much as I liked the department and I loved my career, I was not willing to do that.

KC: What did you do to keep the balance in your life?

BH: I tried to do physical things for instance the running. Talking to my husband. I tried to reconnect with some of the friends that I had had earlier as well as the friends that I had developed from the FBI Academy because a lot of them were retiring before I did so they would provide a good grounding or balance and sometimes some good advice.

I talked to my Mother at that time, when she was still alive. She was always good for giving me a different perspective.

Mother Harriet K. Hall



KC: Did your social life consist a lot of *choir practice* [—go for a drink after work] and social time with other officers?

BH: In the early years definitely. Yes.

KC: And your husband came into that as well?

BH: No. No, I was working the midnight shift so I would get off the midnight shift and there would be a couple bars open at eight AM, like Kubys up on

Rice Street comes to mind. That would be about 1982, '83, something like that. So we would go and if someone called a *choir practice* you would be drinking until maybe oh noon, go home, maybe get a bite to eat, go to bed. Then get up and get ready for work the next day. After a while we were working the midnight shift where we would be working six days on two days off and that just is a tiring thing for a body to do. So after a while I decided you know, maybe these choir practices are not such a good thing to be doing. And I need my sleep, so I kind of got away from that as time went on. I think the department as a whole ultimately has gotten away from it. But I do not know that for a fact because I am not in amongst the troops anymore. But I think as time went on you will notice that there seemed to be less socializing in general. Which probably on the one hand is good, on the other hand it does not build as much esprit-de-corps.

KC: Did you and your husband build a lot of couple relationships or mostly other personal relationships within law enforcement?

BH: We do not, as a couple, do a lot of socializing. Most of the time we just spend by ourselves, so there was not a lot. In the early years we did more double dating kind of things and dinners. Now occasionally we will go out with like Mike Toronto and his wife, Peggy, and Ken McIntosh and his wife, Fran, but that is kind of a rarity. I would like it to be more. Maybe I will do more of that, you know, now that my house is on the market and I can focus on other things and kind of reconnect with people. Because I have been so busy the past couple of months.



2005 Police Ball
 Back row: Fred Fischer,
 Chuck Neuman, Bev Hall,
 Mike Toronto and Ken and Fran McIntosh.
 Seated in the front: Bonnie Wakefield,
 Peggy Toronto

KC: It sounds like you have developed strong relationships with IAWP—International Association of Women Police and MAWP—Minnesota Association of Women Police.

BH: I would say that too, yes. That has been also another source of, not only information, but of friendship. Definitely.

This is a group of American officers that attended the **International Association of Women Police Conference in Leeds, England in 2005.**

Standing on the bottom step, second and third from the left is SPPD's Val Namen and **Bev Hall**. Lorrie Dorrance from SPPD is standing near the top steps, toward the back.

There are women from the Minneapolis PD other Minnesota agencies, Wisconsin, Seattle and Oregon in the photo.



KC: What were other things that you did outside of law enforcement?

BH: I learned how to play the piano during that time when I was in patrol. That was another good release for me—music. But I have not done that much in the last few years and I want to get back to that. I like to read and garden. Gardening is a passion. I love it. Yeah I am looking forward to getting back in the soil and getting my fingers dirty again.

KC: And this is going to be a great year for that.

BH: Yeah I think so. Definitely.

KC: When you came on what were the older officers, I mean some of them did not want women on, some of them did not believe women could do the job. How were they towards you?

BH: Strangely enough I had to work days when I came out to the A-3 Team office and that group was a bunch of older guys, like in their fifties and sixties. They were very accepting. I did not get the same kind of challenging looks or remarks from them. If I had any questions they would answer. I really liked being with them. They did not have to worry about proving themselves. I thought, at least, my perception was that they were very accepting of me and we got along very, very well. It was the younger officers that had issues. I did not have issues with them; they had issues with me for some reason. They did not feel that women belonged on the job or whatever. I think it was the whole macho notion of what being a man is and what being a police officer is. I think that has been turned on its head and the success of that has been because of the critical mass of women on the job. Now when these guys come on they see women in supervisory roles and command roles. We did not have that when I came on. So now that has totally changed. It has been the game-changer I think.

KC: You said those that came on with you, grew into respecting your abilities. Were there times when younger men came on and didn't respect you?

BH: Some of them. They did not know that I had gone through an approval process, [being tested and passing], so some of them did not understand. But I think as they saw the other officers, my peers, interact with me they kind of, "Oh. Well she must be okay then." And then some of those just then seeing, yeah she can handle the job and she knows what she is talking about. For a long time I felt I had to prove myself all the time.

KC: How many years did you feel that?

BH: Well as an officer probably most of the time that I was one, maybe four or five years. And you feel, even when you first become a supervisor, you feel not only do you have to prove it to the people that you are supervising that you can do the job. You have to prove to yourself as well as your superiors. But that was not too bad. I am of the opinion that when you become a supervisor you should spend some time in investigations first before going out to the street. Because it does give you the background in other areas so you have the self-confidence. When you are talking to people about what they need to do and saying you know what you are talking about. You know you are not just blowing it up. You are not just making it up, you know.

KC: What gave you the resiliency to survive those six or seven years of being challenged all the time? And you stated the fact that you were challenging yourself, recognizing you did not know maybe enough. But others are challenging you too. And you did not think about walking away. So there is a resiliency in your make-up. Where did that come from?

BH: That is a good question. I do not know that I have really given that a whole lot of thought, but I guess I have always been that way if I put my mind to something. Maybe it was my parents giving me the idea that you can be whatever you want to be. Failure just to me was not an option and that phrase had not been popular at that time either [Laughs]. It was just something I was going to stick out and do. I was going to accomplish what I wanted to do. Clearly whatever the challenge was, was not enough to have me say, "uncle," and walk away. I just could not see myself doing that.

KC: And I do not hear that you even played with the idea.

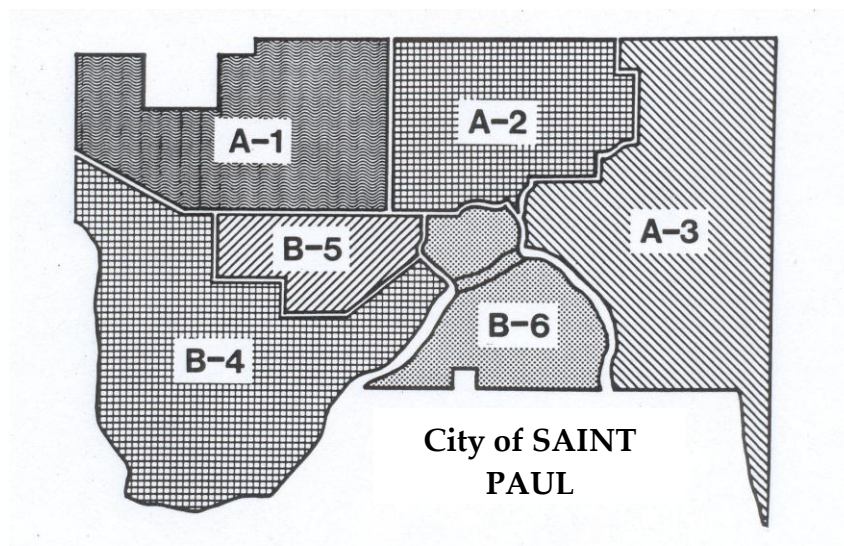
BH: No. Not really. I mean there were times on FTO—Field Training Officers that were tough. I mean it is very difficult when you are being assessed on a daily basis and getting criticized for this and that and the other thing. Some of it was warranted and some of it might not have been. So that was a tough period to get through and it was several weeks of doing that. And then your evaluator changes every three weeks. Then the area where you are working changed at that time every three weeks. So you were learning a whole new geography and you are expected to respond to these different things and not kill yourself and your partner and yet know what you are supposed to know. And keeping everything in the front of your brain, it was not easy.

KC: Do you remember any of your FTO officers?

BH: Yes. My first one was Lynne Sorenson³⁰. She was one of the original group of six females that were hired in 1977. I liked her a lot, enjoyed her

³⁰ Lynne Shirley Sorensen was appointed police officer July 11, 1977; retired July 3, 1997.

company immensely. Then I had John Culhane. And I was B-5 Team on the midnight shift and I learned a lot from him. When I became a supervisor he trained me also because he was a sergeant at that time too. So I have a lot of affection for him. I had Al Lindell who passed away a couple years ago. They called him—he was kind of a cranky old guy, but he taught me a lot in B-4 Team and the Highland Park area. So yeah I remember all my FTOs.



Saint Paul Police was divided into **Six Teams** for patrolling
1977 - 1982

KC: Were they fair to you as a woman, or were they harder on you?

BH: I think they were fair and I think all of them wanted me to succeed. In their own way they did. They were good.

KC: Did you ever feel that you were put into an assignment where the supervisor did not want you to succeed? Was trying to get you out?

BH: I really cannot say that. I remember there were assignments I really did not care for, but I do not think it was anything that anyone was actively trying to see me fail. At least I do not have that perception.

KC: Did you observe other women that were not being treated respectfully or fairly—discrimination to other female officers?

BH: Well there was that instance that I mentioned earlier about the one man referring to that other woman with the C-word. If I saw anything I would usually speak up or say something. At the time when I was in patrol there were not a whole lot of other women that could even, you know, see those kinds of interactions. They started trickling in. Nancy DiPerna and Connie Bailey³¹ came in six months after me, but we were not working the same shift. So I virtually did not see them after they came on. Debbie Linder³² and I did work together on a couple of occasions, but she left the department just after a couple years. She got married and left. But she had a personality that would not have put up with people treating her with disrespect.

I do not know that I ever witnessed it. I guess I would say people would come to me after the fact maybe and talk about something that happened to them. But I do not recall right off the top of my head seeing things.

I will say there was an instance when I worked for one of the women as their exec. I would hear sometimes that they would not get supported by their fellow commanders during a staff meeting. That I would hear about. But again that was not something I personally witnessed.

³¹ Constance Adair Bailey was appointed police officer November 1, 1980; resigned September 9, 1982; reinstated August 15, 1983; promoted to out of title sergeant November 20, 1999; returned to police officer February 12, 2000.

³² Deborah Linder was appointed police officer March 27, 1983; resigned December 20, 1985.

KC: Did you have any experiences where they would click³³ the radios on your calls or they would not show up to support you or anything like that?

BH: I never had a case that I recall of not being backed up. Whatever conflicts I may have had with people it never translated to that extent. And I would back up people that I did not care for either. Because I did not care—we were still police officers and you still back up people. I would have felt terrible had something happened to someone and I was not there when I should have been. So I would have to say that I do not recall ever experiencing not being backed up on a call or a situation where it was warranted.

Yes, I experienced clicking. [Laughs] I remember being clicked, but this was because I said something that was inadvertently funny. I sent out an alarm call on the East Side. I said something on channel three, to the responding officer that I would meet him in the rear or something like that. And that induced a lot of clicking. But that was not something that was meant to be mean-spirited. That was about having a joke, ha ha ha.

I remember times as a supervisor when I would hear clicking and then I would get on the air and tell them to knock it off. But that was as a dispatcher supervisor and as a patrol officer supervisor. I had no time for people doing that because that, to me, was an officer safety issue. And that in fact was around the time of 1995 when I had come out to the East

³³ Radio **clicking**—after a radio transmission if others want to express a reaction, displeasure, disrespect, or to make fun of somebody, they can constantly key the radio mic in rapid succession. A *bonk, bonk, bonk* sound will be heard on the air on for all radios tuned to that frequency. This becomes an officer safety issue.

Side and we were having all those issues. I was not going to tolerate that. Now they have got the technological capability of finding out who is doing this behavior. At the time we did not. But I just had no time for that. And I would not tolerate it if I heard it.

KC: Would you describe yourself as a no-nonsense officer?

BH: Probably more of a no-nonsense supervisor than as an officer. No, I liked a good joke as anybody else did you know. I would not characterize myself as that, I don't think. I do not know how other people view me. But when it came to getting the job done, especially as a supervisor or a manager, I had responsibilities and they had to be carried out. I also wanted to have—my goal was to have a workplace where people felt comfortable and that we could have fun. And everybody felt respected and that they were valued. I do not know if I succeeded, but that was my goal.

KC: What was it like getting used to police humor? Because police humor has its own character to it.

BH: I guess I adjusted to that pretty well. I could see the dark-side of the humor and I probably still do, although I do not use it as often as I used to [Laughs]. Sometimes my sense of humor can be a little warped. That is why John Harrington and I hit it off so well because we both like Monty Python and those kinds of things.

KC: Did you have any experiences with romances on the job; other partners or people that you were working with having romances that created situations?

BH: Well I was in a relationship when I started and I got married, so no for me. You know there are always, whenever you have men and women together there is going to be chemistry.

KC: That is what the humans do.

BH: Yeah, I mean it is just bound to happen. I remember, recall during IA— Internal Affairs - investigations involving members of the department, so obviously I do not want to get into that. Some of them did not have a very good outcome. I do not know what a person can say about it other than if you have got the feelings—you cannot do it on the job. It just does not work out very well.

KC: As a commander did you have any experiences with the media?

BH: Oh yes. [Both laugh] Yes.

KC: Can you tell me any stories about that?

BH: Overall most of them were positive. Caroline Lowe of WCCO TV and I got along very well. You know I always recognized that the media had a job to do. It was always a little disconcerting because you never knew if something you said was going to be taken out of context, or if you are going to sound like a boob. So I was never really comfortable doing those kinds of interviews where you are, you know, speaking for the department or speaking for the unit. But I think most of them, them being the reporters that I dealt with, were decent. Nobody, personally, did anything to stab me in the back or anything. I think I got some pretty good coverage for what I was trying to do. So yeah I do not have any negative stories that really spring to mind.

KC: Was that with family violence?

BH: Yes. That was where most of my contact with the media took place.

When I worked as watch commander, they would call every night almost. Friday or Saturday just because nothing was going on and they were fishing. "Anything happening?" "No." [Chuckles].

They had a job to do and they needed to do their job. But I did not like being PIO—Public Information Officer, or I did not like having to be the one to convey the information. It was just kind of an uncomfortable feeling. And then being on camera and doing it, too, was just a little bit odd.

KC: I know that I have seen you be Mistress of Ceremony at some events. How did you like those?

BH: Well. [Sighs] That one year I did it twice. I had the law enforcement memorial ceremony in 2004 in May; then when John Harrington was to become chief, the changing of the guard ceremony, so to speak. And that one happened because the person who was going to do it had a heart attack. So Chief Finney had liked how the memorial ceremony had gone and so he asked me if I would take over and be ceremony person for the changing of the guard. Actually I was kind of looking forward to doing that because it had meaning for me since John and I had worked together as partners and then Fred Fisher, too, would participate. Tom Dunaski had the most rank as sergeant, but he was not available, he was not going to be in town. So the next person who had the most rank as a sergeant or years as sergeant was Fred Fischer. So here the three of us who used to work together as officers are now participating in this ceremony where we are inducting one of our members as chief of police. So that was highly meaningful for me. And I know it was for Fred too. We were both very proud of John, that he had accomplished that.

KC: When you worked with him as a partner did you expect that he would, did you see him as becoming the chief?

BH: Oh not back then. No. I mean we would have a good time working together. We would make jokes and clown around. It was good. And I also worked with John in the Juvenile Unit, we were both investigators, or he actually was doing schools and I was an investigator at the time. But it was a chance for us to reconnect our friendship at that point too. And I just had ball whenever we would work together. No, I did not think of that, but a year or two prior to him becoming chief, I did very strongly encourage him to throw his hat in the ring and told him that I would support him if he became chief or wanted to do that because I believed that he would be a good candidate. I talked to other people about it and also encouraged them to support him too.

KC: And you retired under his chieftain.

BH: Yes.

KC: Has your religious or spiritual beliefs played a part in your career in law enforcement?

BH: I think some of my beliefs have been influenced by my career in law enforcement. And I say that, I believe strongly, because of my experiences, that there is an afterlife. That something happens when we die. I no longer, if I ever was, I am not afraid of death.

There was an experience I had in talking to a man who, in Street Crimes, we would trade out these cars that we would use for undercover. From a guy who was running a used car lot up on University Avenue. I remember one day he told us that his son who had since passed away, was fourteen years old I think, when he had a near death experience. The son was describing to his father how wonderful it was. Then he got called back to life. And I heard a number of these stories, too, from other people,

and there is something to them. You know it is not just one person. So in that respect I think it has opened my eyes, or given me that notion that there is something going on.

KC: How has spending twenty-eight years in law enforcement changed you personality, changed who you are?

BH: Well, I am opinionated and can be opinionated. I do recognize that there are other ways of looking at the world. Well, also, I am very much an anti-bullying person. I really do not like it. And that is also, I guess, another factor that got me into law enforcement. I found out in my school records, that I just would take on bullies. I do not like people who are, whether it is in abusive family violence situations or if it is in supervisory situations, I do not like it when people bully other people. Use their power. And I will do what I can to rectify it if I can. That is just me.

KC: What is your legacy? What are you most proud of in your years in Saint Paul?

BH: Putting that unit together—The Family and Sexual Violence Unit. I think probably would be the most lasting. I would like to think, too, that in my treatment of the people that worked with me, that they would also treat people how they would want to be treated. If that is my legacy, then that will make me happy.

KC: Is there anything that I have not been aware to ask you about?

BH: That is always a good ending question, having been an interviewer myself. I do not know.

It was a good career, I am glad I had it, would not trade it for anything. And I would not go back. So I guess I will leave it at that.

KC: Thank you Bev.



Commander Bev Hall
2000