

Transcript of a Saint Paul Police oral history interview with

Nancy Elizabeth DiPerna



1980



2008

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by

Kateleen Cavett

at

HAND in HAND Productions' office in Saint Paul, Minnesota

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All pictures are from the Saint Paul Police Department collections and the personal files of the DiPerna - Munoz family.

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 read 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 collaboration. 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 Productions Saint Paul, Minnesota

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;
returned to senior commander July 3, 2010,
and retired November 30, 2010.

ND: Nancy DiPerna Munoz

KC: Kate Cavett

ND: My name is Nancy DiPerna. My middle name is Elizabeth. My married name is Nancy Muñoz. I am currently the assistant chief of the Major Crimes and Investigations Division.

KC: What year did you come into the department?

ND: 1980.

KC: What initially attracted you to law enforcement?

ND: Nothing [Both laugh]. I needed a job. It's true. There was no great passion or love. I went to college, I went to Hamline. I have a sociology degree and figured I was going to save the world and do good stuff. I did want to work with kids. That was one goal and I'd had an internship at Totem Town, so that probably pushed me in this direction. I worked for two years after college for my dad, which had been my part-time job. He owned a jewelry store, DiPerna Jewelers, and I just knew I couldn't do that, wanted to get away. I had applied for a couple

jobs and I can't remember all, but one I think the offer I got after college was like working for Saint Joe's Hospital¹ as some counselor for like four bucks an hour. I don't remember exactly, and I thought *oh, I can't do that*. I actually did take the St. Louis Park police test first. I know with Saint Paul I had come and I had looked at working like in corrections. When I first came to the City of Saint Paul, personnel wanted to work with kids. I did a college internship at BTT—Boys Totem Town², which is part of Ramsey County Corrections.

Prior to that I did take the Saint Louis Park police test. I had actually been living out there. I failed it and I failed the physical part. There was no drive for the Saint Louis Park job either. It was just a job opening I think.

When I came to Saint Paul they had an opening in the police department and I thought *oh well okay, let's see what this is like*. I need a job. As far as the physical then—the written was back in the days where there were two thousand-three thousand people taking the written. I actually did practice for the physical. I thought, *I'm not going to fail again*. I lived in the Midway at the time, so the part that I had failed was climbing over the wall, five foot wall-six foot wall or whatever. Prior to the physical with the Saint Paul Police I found a retaining wall on University and I would go up there daily. I just practiced climbing over that

¹ St. Joseph's Hospital, founded by the Sisters of St. Joseph of Carondelet in 1852, is located at 69 W. Exchange Street, Saint Paul.

² Boys Totem Town is located at 398 Totem Road off Lower Afton and Highway 61 on the East Side. Ramsey County Home for Boys was formed in 1908, originally at 753 East 7th Street. In 1913 they moved to the current location, and in 1957 the name was changed to Boys Totem Town. Originally a large totem pole was on the grounds, and later removed.

thing. And it worked because I did not fail. I passed the physical. That was kind of it. Every step along the way that I passed, I guess I thought well, if I got this far, I might as well keep going.

In the end Lisa Millar³—Lisa Millar prior to becoming a police officer she worked as a security guard at Southdale and that is where my father’s jewelry store was. So my dad knew Lisa. They’d had a relationship, been friends or friendly for three years or whatever. Lisa happened to do my background investigation. She interviewed my family and brothers and neighbors and everything. At one point she asked my dad, he is Italian and dah, dah, dah—or so the story goes. I have not talked to Lisa about this for years. My father would tell this story. He died like eight years ago, but it was the story of Nancy getting the police job. Lisa supposedly had asked Dad if he was in the Mafia. And dad said, “Lisa, for God sakes. Number one that’s the stupidest question I’ve ever heard. And number two, if I was, do you think I’d tell you? And number three, if Nancy doesn’t get this job you’ll be wearing cement boots at the bottom of a river.” So I don’t know if it is true or not, but he and Lisa had a fairly open relationship and got along.

Then when I told my dad and my mom—I had a stepmom, my mom had passed away a couple years ago. I was fortunate my dad and Kathy paid for most of my college tuition. At Hamline, four years of room and board and tuition at Hamline was like sixteen thousand dollars so it was quite the bargain, but back then it was huge. But they paid for most of it. When I did go to my dad and say, “I’m gonna

³ 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.

be a cop.” It was like, “Jesus Christ! I spent sixteen thousand dollars for you to go to college and you’re gonna do what?” So that was kind of [his initial reaction.] I got the job. Lisa did my background, I passed the background. Apparently my family passed and I got on.

I am a tomboy at heart and by nature, so little frilly, girly dresses wasn’t the thing, but the uniform was kind of hard. With each step when I went and got fitted I thought oh man. These shoes—am I going to really wear these shoes? Can I really? What am I getting myself into?

From probably day one I never looked back, never assumed that I would be here this long. Thought that I would go in for a couple of years and it was going to be just to tide me over and a stepping stone. I did not plan on retiring from here. I never once thought about being a canine officer, getting promoted. I just didn’t. I figured okay I need a job for now. This will work. This will work. The longer I was here and the more assignments I had, I guess I loved it. I haven’t had a bad year. I’ve loved every minute of it.

KC: After Dad’s initial reaction. How did your family feel about you being a police officer?

ND: He was very proud. And he was until the day he died. I mean I think he thought it was pretty cool. My brothers too, they are close to my age and proud as well. They are both in jewelry. They both followed Dad into the business and that is what they do for a living. Both married. Dad always had a relationship with police officers. When he worked in Southdale he liked the Edina cops, and loved cops then and would give cops deals. It wasn’t the whole idea of gratuities. For my dad—his daughter was a cop and if he could take care of cops—and a host of others too. I mean the Northwest flight attendants were in his backyard so he

would have women in that didn't have a pot to piss [in] and he would let them take the watch out of the store. He was very generous. Ya, he was very proud.

I would tell him stories if I had this detail [assignment] or that and he was like, "Oh God, I don't wanna hear it! Nope, nope, nope. Don't tell me! I don't wanna know." Whether it was dangerous or embarrassing or anything. But yeah, it was okay. I mean it was more than okay, they were proud. He did say once, "If some little girl like you comes to my house when I'm fighting with my wife or I'm having a domestic. Some little girl looking like you tries to tell me what to do, I'm gonna tell her to hit the road honey." So he was from that school [Both laugh]. But it was good.

KC: Too bad he didn't know you were the first woman assistant chief in the city.

ND: He would have loved it.

KC: Do you have any early memories of experiences with law enforcement?

ND: No, nothing to—I wasn't [a] bad kid, never really in trouble. I was too chicken to ever really do anything. Didn't have any role models; didn't have any relatives or anything. The first accident I had, I had my license when I was sixteen years old and went up to the store with my brother and his friend to get something—milk I suppose for Mom - and turned the wrong way in front of an oncoming car. Turned left, didn't yield, and it was an off-duty cop—Roseville cop. He read me the riot act and then he followed me home and he lectured me. He didn't tag me, but he lectured me and lectured my mom. I remember him.

My neighbors across the street—my best friend growing up was a woman named Tara Flaherty, and her brother Joey⁴ was a year younger than me. Joey and I actually came into the academy together. I had [the] benefit and good fortune and going into the police academy was one of my best friends. Tara and Joey's mom and dad were like second parents to me. If my parents were mad at me or I was grounded or I am getting in trouble, I could hide out at their house. I was very, very close to her mom, dad, and Joe.

You make me talk —and I like to talk so you are going to have to shut me up.

So, Joe Flaherty senior was an English teacher at Totem Town. And Joe senior had all these stories. The good stories were that over the course of the years - all the success stories, all the kids that would come back and say, "Hey Mr. Flaherty. Do you remember me? I was here and dah, dah, dah. Now I'm this. Now I'm a teacher. Now I'm a lawyer. Now I'm a cement layer." Joe loved those stories. I mean he loved telling us about the kids that he had, and he took great interest in those boys. Maybe there is some of that.

One of their friends was a guy named Herman Zeeman. Herman was a Ramsey County deputy I believe, because we were in Roseville. He was in a brown truck. Herman would come to the Flaherty household and come for coffee, or I suppose in those days they are having bumps. I am sure he was in there having a couple of kanoopers or whatever. His truck would sit outside for an hour across the

⁴ Joseph Brian Flaherty appointed patrolman November 1, 1980; promoted sergeant May 14, 1996; and retired May 31, 2008.

street from us—the Sherriff’s truck. Herman had great stories. I remember some of those, he would talk about—he was a big, old guy, big laugh and they would sit around. One story—he talked about County Road C and Dale in Roseville was this big, long hill and this car just blew by Herman and his Sherriff’s truck. It was going like ninety miles an hour down this thirty—I am sure I exaggerate, but he stopped them. And it is a younger person driving and the deputy says, “For God sakes do you know why I stopped you?” The guy says, “Yeah, because I was going like a son of a bitch!” -- -- -- Had to be there I guess. But other than that Herman wasn’t a great [influence]. He was there, but it wasn’t like wow, that is cool or anything. Just some people on the outskirts.

Tony Policano⁵ was a lieutenant with the Saint Paul Police Department, SIU— Special Investigations Unit, and back then it was LE ?

KC: L.E.A.U.-- Law Enforcement Assistance Unit.

ND: Thank you. Yes.

[There is a] real thick Italian community. My dad wasn’t born here. My dad was born in Columbus, [Ohio], as was I. When we moved here I think I was like—like two or something. We lived on the Eastside. We lived on Orange. So Tony Policano and my dad were friends and actually that is the first memory I have.

⁵ Anthony A Policano (11-19-1935) was appointed patrolman April 24, 1961; promoted sergeant May 6, 1972; lieutenant November 20, 2976; retired April 27, 1990; and deceased April 1999.

Tony Policano , down in Railroad Island⁶ there was a place called Geno's Pizza and it is right now—there is a hair salon there I think, close to Payne and Minnehaha, down further, closer to Morelli⁷'s, because my mom would go to Morelli's. We'd go to Korman's Grocery Store⁸ on Burr. It was in front of Geno's and Tony Policano —I was just a little, tiny girl and he gave me my first ride in the squad car. I remember that.

KC: So the memories were positive. But they did stick.

ND: Ya. Ya, I guess there were some. They are in little bits in pieces. And now when you think—with my dad, yes he was pleased. I remember him talking with Tony and all, "You gotta get Nancy this job." And it is civil service, so there wasn't any really doing any of that, but I know that he tried to play that card anyway [Laughs].

KC: You said you were a tomboy at heart. What was your early athletic background?

ND: Really nothing though either. Didn't play sports in school.

KC: That time is before there was organized women's athletics.

ND: Ya. Ya it is. There wasn't—I am sure there was some. I went and watched boy's hockey at our high school. I went to Kellogg High School in Roseville, and hockey was big and that was—went and watched, but I never played. Sandlot baseball with the neighborhood kids is probably it.

⁶ One mile east of Downtown Saint Paul, **RAILROAD ISLAND** bounded on the west by the Trout Brook valley, on the north by Phalen Boulevard, on the east by Swede Hollow, and on the south by a short stretch of East 7th Street. This area of approximately 180 acres in size. The central and northwesterly portion of the neighborhood is residential. Historically, the majority of the housing in Railroad Island has been single-family and owner-occupied. Many neighborhood residents worked at the nearby brewery, Whirlpool, 3-M and other east-side and downtown businesses.

⁷ Morelli's is located at 535 Tedesco Street and Payne Avenue—since the 1920s—in business since 1915. In 2007 the fourth generation of Morelli's owns the store.

⁸ Korman's Grocery Store was located at 680 Minnehaha Ave E in Railroad Island on the East side of Saint Paul.

KC: Talk about your academy. How many females were in the academy?

ND: Connie Heine. Connie Bailey⁹ now. Connie is still on the job. She and I were like numbers eleven and twelve.

KC: So just the two of you.

ND: Yes. Just the two of us. Bev Hall¹⁰ came to both Connie and I. We were hired off the same list as Bev, but Bev came on six months ahead of Connie and I. Bev actually did pull us aside—I don't remember if it was—we had like a demonstration school back then. It was a weeklong school before police academy actually started. I can't remember if Bev took us aside there or just early on in the academy. She went through her academy as the only female and she said, "If you guys need anything, I'm here. Come talk to me and these are some of the things I dealt with." So Bev reached out early on, and Bev continued to do that through her whole career.

I forget. Actually there was another woman, Terry Homan. Terry hurt her knee in the academy and dropped out. Terry married Pete Bravo¹¹ and Terry is a nurse now and comes from a family, lots of brothers and sisters and doctors, nurses. So Terry left the police academy, never did get back into it because of her injury and now is very successful by all accounts as a nurse. They have three boys, the

⁹ Constance Adair Heine 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.

¹⁰ Beverly Joy Hall was appointed police officer February 23, 1980; promoted to sergeant June 15, 1986; Lieutenant July 14, 1995; title changed to commander January 1, 2000; and retired December 31, 2007.

¹¹ Peter Alfonso Bravo was appointed police Officer July 11, 1977; promoted to acting sergeant January 25, 2003; return to police officer February 1, 2003; and retired February 27, 2009.

Bravos. And one boy had a full-ride I think to Carleton. Went to Carleton for a year, said, "Mom and Dad, guess what. I wanna be a cop." Pete and Terry were at the last academy and Pete pinned a badge on his son, just graduated. I think both the other boys want to be cops. .

KC: Any specific challenges that you might have faced because you were a woman? This is only the third academy after the court order of 1977 when Judge Miles Lord required the department hire ten women.

ND: Oh I did not realize that, yes.

KC: Yes. In 1975 there was a court order that they had to hire ten Blacks. '77 they had to hire ten women. You were only three years out.

ND: I did not have issues. I mean none that I recognized. As I have grown here and we talk about racism and White privilege and sexism and everything, I spend more time thinking did I assimilate and didn't recognize things for those reasons? But I really didn't.

I had I think a great support network. Maybe it begins with Joey Flaherty. Joey lived with a woman at the time, Benita, and we would carpool to the academy and then we would stop at Joe and Benita's house. They lived on James and Randolph. And every night I could have a cocktail with them there and Benita would have supper for me. We could bitch, we could moan, we could talk about things, we could study together. I lived in Saint Louis Park at the time with my brother and I do not know that we ever talked about stuff then. I had a supportive family, but not—I don't remember them in a role [to help me through the academy]. I didn't have trouble.

Mike Smith¹² was one of the training sergeants and Jerry LaValle¹³ was one of the training sergeants. Jerry was the bad guy, Mike was the good guy. I don't think Jerry was any lighter on Connie and I than any of the guys. You had to do push-ups, get down and do push-ups. I didn't think that there was anything I could not do in the academy. Once I passed the academics test I wasn't worried about it. There were a number who had gone to college. Tim Leslie¹⁴ did. There were some people that were older who'd been out of college for a while or school.

KC: How old were you?

ND: I was like twenty-four I think. Twenty-three or twenty-four.

KC: You were young.

ND: Yes. And like one of the men in our academy - he was thirty-five. So none of that concerned me. The academics did not concern me. I had never shot a gun, so that was kind of worrisome at first, thinking oh am I going to be able to do this? And I could. That wasn't a deal. But they would have check-ins I guess probably and I don't know now again, I am not remembering, did they do that with all of us? Or did they just do it with Connie and I? I don't recall. But Mike Smith would make sure to check, how you guys doing? And John McCabe¹⁵ was lieutenant and John is one of the nicest guys, he had daughters. I don't think Connie and I were cut

¹² Michael T. Smith, was appointed patrolman January 23, 1971; promoted sergeant March 10, 1978; lieutenant October 23, 1981; captain February 23, 1987; and retired December 31, 1998.

¹³ Jerome LaValle appointed patrolman May 5, 1969; promoted sergeant July 22, 1979; and deceased October 9, 1986.

¹⁴ Timothy John Leslie appointed police officer November 1, 1980; promoted sergeant December 3, 1986; lieutenant July 14, 1995; title changed to commander January 1, 2000; and retired July 11, 2008.

¹⁵ John C. McCabe Jr. appointed patrolman January 21m 1963; promoted sergeant October 3, 1970; lieutenant March 20m 1976; and retired December 30, 1996..

any slack, but I don't remember. We didn't have a lot of grief from our coworkers or the guys. I got to be friendly with a handful of the boys in there.

And maybe it is Joey, because Joey and I were good friends and then Joey got to be friends with Tim Leslie, Paul Rhodes¹⁶, dah, dah, dah. Tim Leslie is successful. He was voted most likely to succeed in our academy. Got married if I recall. I did not go to Tim 's wedding, but either in our academy or on probation. Julie is a real strong woman. Paul Rhodes is married, and it may be the independent, strong women that they end up with. Ted Gillet¹⁷, Ted is still on the job too. Bill Gillett¹⁸ and Ted Gillet, again two great cops and I think highly of both Ted and Bill, love them. But Pat Kellerman¹⁹ gave me shit about what I could or could [not] do. I can't remember what—his wife I think didn't like the idea—he called her Ralph—of women being in there. There were some issues there. But again I would consider that Pat and I went on to be friends too. But Ted [Gillet] said, "I don't want a woman partner. I don't wanna work with a woman. I want somebody that I can work with who can go home and help me roof my house." I was like what? What are you talking about? So that always stuck in my mind, but not—we did the runs, we did the PT, we did the shooting.

KC: FTO—Field Training. You finished the academy. You would have had predominately, probably all male FTO.

¹⁶ Paul Douglas Rhodes appointed police officer November 1, 1980; promoted sergeant may 31, 1997.

¹⁷ Theodore Francis Gillet appointed police officer November 1, 1980; promoted sergeant may 30, 1998.

¹⁸ William "Bill" Thomas Gillett appointed police officer February 23, 1980; promoted sergeant June 14, 1997.

¹⁹ Patrick Daniel Kellerman appointed police officer November 1, 1980; promoted sergeant June 26, 1994; and retired June 30, 2005.

ND: Except for Lynn Sorenson²⁰.

KC: Ah, you did have a female.

ND: I had Lynn. My primary FTO was Gary Barth²¹ and again I mean my career was pretty supportive and pretty smooth. Gary was older. Gary worked days, so my first two week shift is on days with these old timers. Well they get out of the roll call and they go up to Danaker's. Danaker's? What is the one on Snelling, right by O'Gara's²², liquor store? They didn't drink. They actually didn't that I saw. And guys from my academy will tell stories about their partners drinking. And I didn't know and if they did they were hiding it from me, but we would go up there, they would coffee clutch. It was the older guys. They didn't rush to calls to get in fights. They knew that it was about talking to people. They were not the macho guys. Dave Huberty²³, he smoked a pipe and he patrolled the allies, he was looking for burglars, but he had interests in old cars. Huberty did. Those were my first guys.

There was one—we got sent to pick up a stolen mini-bike I think. And again it's boring now. I am in Highland Park and again it's slow, those are my first two weeks. We go and I think there are like four or five cops that go to pick up this stupid, stolen mini-bike. I think maybe we had the truck, so it was going to go in

²⁰ Lynne Shirley Sorensen was appointed police officer July 11, 1977; retired July 3, 1997.

²¹ Gary Dean Barth appointed patrolman January 16, 1967; promoted sergeant July 27, 1986; and retired July 30, 1999.

²² O'Gara's has been located at 164 N. Snelling Avenue at Selby since 1941. This Irish haunt has been a popular establishment for police *choir practice*.

²³ David Dale Huberty appointed patrolman June 28, 1965 and retired June 30, 1994.

our truck, but anyway we were there too. I am looking, probably just saw these guys from coffee and they are out there chatting with the mini-bike and what does that take to put a bike in the truck? One of them said, "What's the matter? Your partner got her ass stuck to the seat?" I said, "Ooh. That's how this works." That was a defining moment for me really.

We had always been told, make a decision. Do not be indecisive, right or wrong. That carried out through many bosses, many supervisors, many levels of our career for many people. Just make a decision. Then as far as getting into physical encounters and stuff, just do something. Do something. Nobody can do it all, just do something. Clearly, I'm not going to be able to do what Ted Gillet or Paul Rhodes would be able to do with a guy to control him, but I was never ashamed or afraid to say that. I will bite them. I will kick them, I will pull hair, don't worry about me. Don't worry about yourselves because I had no doubts that I could handle myself. It isn't like it was a street brawler or anything, other than fighting with my brother.

KC: How did you learn to fight?

ND: We had DT—Defensive Tactics. It wasn't as evolved as it is now with all the formal handholds and things. For a while there I was a Defensive Tactics instructor, back with Tom Dunaski²⁴ and some of the old guys back then. But it was new to me. All that stuff was new in the academy, but I never had any self-doubts about shooting somebody either, using deadly force. It wasn't a big ethical or moral decision for me. I wouldn't put anybody in harms way hesitating. I knew that if it was my life or somebody else's I can do it. There were

²⁴ Thomas Francis Dunaski was appointed patrolman October 26, 1971; promoted to sergeant October 10, 1979; named officer of the year 1977; received the Chief Richard Rowan award in 2006.

some things that were just kind of instinctive and I never really worried. I would not be afraid to call for help, either.

Jack George²⁵—there are stories and guys laugh and tell stories forever. I got this drunk guy I am fighting with on the Eastside. It's just a drunk and I don't know what I had him for, but I'm trying to just get him out of the squad car. I can't for the life of me, so we get a couple of us and Jack George just goes from the opposite end of the squad and just takes him by the hair and pulls him through. We laughed about it for years, but I wasn't afraid to take help either. I mean that would be silly.

KC: What was your first assignment after FTO?

ND: After FTO, patrol and it was in Highland Park. I worked days for my first year. On FTO you rotated through the shifts, so two weeks of days and I worked midnights and afternoons and then I went back through on probation I was on days before I went to midnights. It was patrol in the Highland Park area. One of my first calls off FTO was there was a robbery murder at Davannis Pizza, Grand and Cleveland. We got there and I was the first squad there and Chuck Lutchen²⁶ was another squad there and I think Jim Arend²⁷ came. The boy had been shot, the clerk, and we gave him mouth to mouth and he died. That was my first death alone, because I had a baby death with Gary Barth on FTO.

²⁵ John Freeman "Jack" George was appointed patrolman January 4, 1971; and retired February 6, 1998.

²⁶ Charles James Lutchen appointed police officer March 13, 1978; promoted sergeant May 30, 1998; and retired February 28, 2000.

²⁷ Jim Arend appointed police officer July 11, 1977; and retired December 15, 2000.

It was opening my eyes to some of the things that this isn't going to be all fun and games. I mean there is stuff here. So sleepy part of town theoretically, but one of my first calls out the shut, when I was alone, was this robbery. In the end the guy died but they did catch the guy and he went to prison.

KC: How did you handle it that night?

ND: I don't know. It was sad, but you laugh to relieve the stress. And cops are the best of that. So my memories of that, and I don't want to diminish the man's death or his family or anything. It was giving mouth to mouth. I had never had somebody throw up in my mouth before, so that was like, wow that happens, this is death. Then the guy that—we were flip-flopping, the other officer Chuck Lutchen, it became known from then on as Nancy, "the lips that touched the lips." It wasn't that I gave mouth to mouth to a guy that died, but through this third set of lips I am kissing Chuck Lutchen.

KC: It was cop humor.

ND: It was cop humor. The lips that touched the lips and it is oh God DiPerna and the Lutch are making out. No, no, no! And Chuck has passed too, now. But that's how we remembered that. Bob Ashton²⁸ was off. Supposed to be his call, I was working [squad] 432 and Ashton took off that night. That's why I got the call.

KC: At what point did you start taking promotion exams and what was the reaction if you talked about wanting to be promoted from the other officers?

ND: Well I was really lucky because everything that they—and they would be either the administration, supervisors, or chiefs, men if you will. Anything that they asked Lynn Sorenson to do Lynn would say, "No, go ask DiPerna." Lynn was a great cop. I think you would be hard pressed to find any guy that worked with Lynn, gender aside, that would not say Lynn was a great cop and a great person.

²⁸ Robert Carter Ashton appointed police officer July 11, 1977; and retired November 2, 1998.

She came on when she was thirty-five. She had four kids when she joined the department. She wanted to work patrol. She didn't want to do anything else. We were tail end of where they had the guys dressing up as women to be robbery decoys and using civilians to do any of the vice details. Carolen [Bailey]²⁹ will tell her stories and Lynn would say, "Thanks, but no thanks."

As far as patrol they tried at one point to divvy the women up so that we were all equally dispersed. That didn't really work with bids and things. So Lynn would say, "ask DiPerna." And I pretty much said yes to everything. It is clear, they needed women for a lot of these details and I thought, well yes if I can do that, that's fun. A lot of my success or perceived success or the doors that opened or the windows that opened are due to Lynn Sorenson. I think really and I would like to think that sometimes I took advantage of the doors and walked through them when they opened and I would like to think at times I kind of shoved them open as well. But yes, I got to do a lot. There were times too where I tried to say no. I had a couple of years on and they asked me to recruit and wanted me to travel with an African American guy named Steve Rollins.³⁰ And Steve Rollins was a character. Steve would get assigned by his bosses to work the worst beats where there was trouble, crimes running rampant and they would assign Steve to go up there and kick ass. Do it. Do it, we want you take care of the problem. Do what you will and then he would probably—

²⁹ 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.

³⁰ Stephen W. Rollins appointed police officer September 8, 1975; and resigned August 30, 1988.

KC: Do whatever is necessary.

ND: Exactly. It was one of those. Steve was a character. Every other word he would have this phrase "sonobitchmofo." I would be, "What?" "Sonobitchmofo" Son of a bitch mother fucker. But he was a character. So they asked if I would go recruiting with Steve and I said, "No." It wasn't Steve. He had been on a long time. I've got two-three years on, I said, "I do not know enough to sell the job." I said, "Thanks, but no thanks."

My lieutenant at the time was Ted Brown.³¹ Gary Briggs³² was in training at the time, and [the assignment] had come out of training. I talked to my lieutenant and Ted said, "Well you can try to tell Sergeant Briggs no. You have my blessing to speak your mind, but I don't know what Briggs will say." Gary got all mad and he said, "Fine. Whatever, blah, blah, blah." He argued with me. And I am arguing with a sergeant. He tells me, "Just remember this, Chief McCutcheon³³ has a very long memory." Here I go I make this big scene and say my piece and then the next day I get a call, "McCutcheon says you'll do it." So Steve and I went through the state, we recruited people.

³¹ Theodore Phillip Brown was appointed patrolman March 4, 1968; promoted to sergeant May 6, 1972; lieutenant December 15, 1976; captain November 16, 1982; acting deputy chief April 11, 1983; return to Captain December 10, 1983; acting deputy chief July 20, 1986; return to captain August 16, 1992; title change to commander November 24, 1992; acting deputy chief January 4, 1997; return to Commander April 10, 1999; retired July 2, 1999.

³² Gary Christian Briggs appointed police officer May 22, 1972; promoted sergeant May 6, 1980; lieutenant July 5, 1989; and retired September 30, 1999.

³³ 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.

At the time the department of course paid for your hotel room and per-diem and food. I am a kid. I am new. I don't even know what forms to fill out, how do I do this right. Steve and I went out to dinner up in Bemidji and he tells me, "Get whatever you want. Get whatever." So I had a steak. And I submit my vouchers when I get back and McCutcheon probably sees me in the hallway. Nobody wants to know the chief for God sakes. I don't want the chief to know who I am. He catches me in the hallway and he says, "Huh. You eat a lot for a little girl. Who said you could order that steak?" [Squeels]. *I am like, Oh man!* [Chuckles].

But yes, I got to do a lot because Lynn didn't want to. They asked me to do a Vice detail. I think Jerry Bohlig³⁴ was the one that asked and I said, "Oh man, no thanks." Again it was this thanks, but no thanks and well you don't understand. I said, "Well no, look." I am a tomboy, I said, "I wear sweatpants and tennis shoes. Really I don't think I would be comfortable in that role and it was pretty much, "You don't understand. You're gonna do this." Okay. This is a story I have told many times. It was back in the tube top days and high heeled shoes and hot-pants. I thought, oh shit. I thought hmm. I called my trampiest girlfriend, I said, "Rozzie, can you hook me up? I gotta have some clothes here." So there are pictures floating around the department, me wearing these high heels and hot-pants and tube tops. I hope I have collected them all. Over the course of the years I've tried every job I have gotten and I've looked around, where are they? They got pictures of me smoking cigs, standing on stoops. And

³⁴ Gerald Joseph Bohlig Jr. Gerard J. Bohlig Jr. was appointed patrolman January 16, 1967; promoted sergeant March 10, 1977; and retired July 30, 1999.

now just sidebar, my friend Rozzie is probably my most conservative girlfriend. But we went out and that was all good and fine. I had fun doing it.

So we did that and I actually did it for a number of years. Then I was in charge of Vice. I had fun working with the civilians. Jean Bohlig, who—it turned out to be Jerry who put me in this first detail. Jean and Jerry actually got married. Jean was a civilian. She is a teacher now in Eagan. Mamie [Singleton]³⁵. To see Mamie out there flagging down cars or Mabel [Scheremet Jesinoski]³⁶ wearing her leather pants. They would send Mabel and I to the strip clubs, the male strippers on the company's dime. So we did some undercover stuff too that we had fun at. Lorrie Dorrance³⁷. Lorrie, she was a hoot. I mean there was a host of them. Aine Bebeau³⁸. We had fun. We had a good group of guys that we worked with and watched out for. Protocols have changed over the years on the details like do you get in a car, do you not get in a car with a bad guy? What is the bust word? How far do you go? A lot of those things.

And that is some of the stories I tell my dad. We stopped a Catholic priest. And I had no part in any of the decision making, but the supervisors let him go. My

³⁵ Mamie Lanford Singleton was appointed police officer July 11, 1977; promoted sergeant July 3, 1999; and retired August 2, 2006.

³⁶ Mable Scheremet Jesinoski appointed police officer July 11, 1977; and retired April 14, 2005.

³⁷ Lorrie Beth Dorrance was appointed police officer July 11, 1977; master patrol officer September 15, 2001; and retired June 21, 2004.

³⁸ Ann / Aine Bebeau was appointed police officer October 27, 1986; maternity leave December 26, 1992 – August 16, 1993 and November 25, 1995 – July 13, 1996; promoted sergeant July 31, 1999. Accommodations: Class C Commend-1988, Chief's Award—2006, Metal of Valor--2008

father was very loud and a blustery man, but still pretty proper and Catholic when it came to things like that and modest and “Don’t wanna hear it!”

KC: Were you ever frightened? Did you ever feel that your back-up might not have been there for you?

ND: Ya. Ya and only because are they going to be able to get us quick enough? And you know what, I never—back when I was doing it we did not get in the cars. I think we made the deal and the window and said, “Okay, I’m gonna walk around the corner, you come over here and meet me.” Then the cars would swoop in. I knew it was dangerous—I don’t remember being in harm’s way. I remember being cognizant of the fact that things could go wrong. I am not remembering a particular incident.

There was one where when I worked street crimes that was my first non-patrol assignment. I worked from for Roger Needham³⁹ and Tom Dunaski. We bought street level narcotics and guns and things. Steve Huspeck⁴⁰ and I were the undercover agents and it was the old GM bar at Seventh and Saint Peter and we were in there. We were undercover and we were wearing wires and we got in to deal. I think we were in there to buy a gun. Things went to hell and we got into this big fight and Steve and I were back to back, at some point, guns out, with these kids surrounding us. I got beaned. There are—my famous—these photos too, I need these. But I got beaned with the orange five ball, I believe it is. Our bugs did not work. It was scary. We had a bunch of folks that in the end that

³⁹ Roger Elbert Needham was appointed patrolman November 16, 1967; promoted to sergeant July 22, 1979; and retired July 2, 1999.

⁴⁰ Steve Walter Huspek appointed police officer February 23, 1980; promoted sergeant September 28, 2002; voluntary demote to police officer March 14, 2003; and retired April 29, 2005.

came in—the cavalry came in. Dunaski and all of our street crimes partners came in and made arrests and it was all good. A seventeen year old young woman is the one who beaned me. I mean it was just some kids. But it was like a cartoon. You know those cartoons where you get the goose eggs? I had one of those and I went to the hospital. Those pictures are still out there. I never got those back [Both laugh]. So yes, well that was fun.

KC: You passed the sergeant test. What was your first assignment?

ND: I failed my first sergeant test and then I passed the second one, but before that I was an acting sergeant. See I had good support. I was an acting sergeant where without an exam they said, “Hey DiPerna, you’re gonna go be an acting sergeant.” I was in Narcotics at the time and again undercover. I don’t ever pretend to be a great street cop or a great detective. I was mediocre at best. And crack wasn’t around at the time I was in narcotics. But I am pregnant and I am buying acid, so I thought this is kind of cool. I was an acting sergeant in Narcotics

Then the exam came and I passed it. I went in for an interview and it was with Chief McCutcheon, Deputy Chief John Sturner⁴¹, Deputy Chief John Nord⁴², and I

⁴¹ John Sturner was appointed patrolman January 21, 1963; promoted to sergeant September 30, 1967; lieutenant November 27, 1971; captain November 26, 1980; emergency deputy chief August 4, 1983; return to captain December 10, 1983; deputy chief April 1, 1984; captain August 16, 1992; title changed to commander April 7, 1993; and retired December 31, 1997.

⁴² John Clay Nord was appointed patrolman August 27, 1965; promoted sergeant December 21, 1968; lieutenant February 17, 1973; captain December 21, 1977; deputy chief February 9, 1984; and retired January 25, 1991.

think Deputy Chief Ted Brown⁴³. The candidates went in there and we had to interview with them. I could see where it was going. I could see that wow I'm heading to patrol and I am pregnant. I thought oh God, what do I do?

KC: Did they know you were pregnant?

ND: No, they did not. That is what I'm thinking as they are talking. What do I say? What do I not say? I thought, well I better tell him I am pregnant. I tell him that I'm pregnant and McCutcheon goes, "Jesus Christ!" He jumps up and a picture falls off the wall. Then John Sturner says—and I forget the sequence but my husband Rich⁴⁴, Rich is retired now, but we were partners and then we started dating, so John Sturner was Rich's boss as well and John Sturner says, "Well does Rich know?" And we are married and he is asking. Then there was a third comment too, but it was like bing, bing, bing. It was like wow. They all had something to say. Nord said something too.



1987

⁴³ Theodore Phillip Brown was appointed patrolman March 4, 1968; promoted to sergeant May 6, 1972; lieutenant December 15, 1976; captain November 16, 1982; acting deputy chief April 11, 1983; return to captain December 10, 1983; acting deputy chief July 20, 1986; return to captain August 16, 1992; title change to commander November 24, 1992; acting deputy chief January 4, 1997; return to Commander April 10, 1999; retired July 2, 1999.

⁴⁴ Richard Munoz appointed police officer July 11, 1977; promoted sergeant July 13, 1991; and retired April 30, 2008.

Mike Drews⁴⁵ was on the sergeant list too. He was sitting outside waiting for his interview. I come out after it went well and I was going to internal affairs. I didn't go to patrol and I went to internal affairs. So Mike Drews is behind me and he goes in for his interview and he thought oh this is a piece of cake. They are in there laughing. And Mike said, "Oh it was horrible," because he thought it would fun and games because we were laughing.

KC: Let us talk about meeting your husband on the job—dating on the job.

ND: Sure. I dated a couple of cops before Rich. Nobody was married at the time—I mean not to each other, not like having affairs and stuff, but there were not any married police couples on when we came on. Connie Bailey actually got married—Connie and Craig⁴⁶ got married before Rich and I did. She was in my class and Craig was a state trooper, but then he came and became a Saint Paul Police Officer. They actually got married first. Our kids are real close in age, we probably started dating about the



Rich and Nancy Munoz
c. 2007

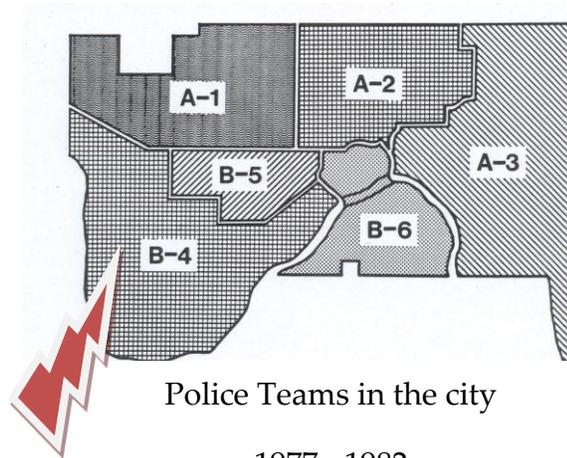
⁴⁵ Michael Joseph Drews appointed police officer February 23, 1980; promoted sergeant June 15, 1986; and retired July 30, 1999.

⁴⁶ Craig Steven Bailey appointed police officer January 30, 1984; and retired April 20, 2001.

same time. It was back when MacGruder and Loud⁴⁷ was a T.V. show? Because Rich and I joked, we were MacGruder and Loud before MacGruder and Loud was ever a T.V. show for God sakes.

KC: And you were partners then.

ND: We were. We were a three person squad, B4, and it was Mike Schwab⁴⁸ and Rich Muñoz, and me. When Rich and Mike were partners and when one of them was off, I worked with the other. We worked together and we got married in 1984, I came on in 1980, stayed in B4, so I wasn't dating



him on probation. It was sometime after probation—maybe my second year or whatever when we started. I actually—and Rich denies this, but we would go for coffee. If the three of us worked, I would have the single squad because they were partners, so if it was on a three day one we would go to Carbone's up on Randolph and we would have coffee there. I haven't balanced a checkbook in years. My husband did—does balance his checkbook to the penny. We would go

⁴⁷ MacGruder and Loud was an American crime drama from Aaron Spelling Productions that aired on ABC in 1985. In the married police officers Malcolm MacGruder (John Getz) and Jenny Loud (Kathryn Harrold) in a Los Angeles Police Department-styled police agency (where strict anti-fraternization policies were in effect) fought a battle every day to keep it a closely guarded secret from their boss. The series was canceled after 3 months.

⁴⁸ Michael Gordon Schwab appointed police officer July 11, 1977; promoted sergeant August 26, 1987; and retired August 15, 2003.

up there we would have coffee, we would chat before we would get our calls, and that is my memory of Rich, doing his checkbook.

We did choir practices. I was part of the choir practices with all the guys before any dating or anything. I was friends with—I have pictures of house parties when I lived in Roseville. Don Hase⁴⁹ and Jim Arend and Sherm Weaver⁵⁰ and George Meyer⁵¹. Before any of the dating, and nobody was sleeping with anybody, we would go to the Highland Pool and have cocktails. And many of those people came to our wedding, most of those guys.

One of the first things Mike did—he and Trish were married when Rich and Mike came on in 1977. They have three little towhead blond kids. One of the first things Mike did, and he lived on Toronto off of West Seventh Street, was bring me home to meet Trish. That's it. This is my partner, we are going to meet. Trish and I actually got to be very, very good friends. Mike was the best man in our wedding. We socialized all the time back then. Trish did daycare for our son Mario. Now they are retired. They've got a house in Arizona and a cabin in Wisconsin. We almost bought land, an adjacent lake lot, to Shwab, at the same time they did. In the end we didn't. We didn't tell anybody.

KC: That you were dating.

⁴⁹ Donald Hase appointed patrolman July 1, 1977.

⁵⁰ Sherman Carl Weaver appointed patrolman October 26, 1971; promoted sergeant July 7, 1989; and retired September 3, 1998.

⁵¹ George Edward Meyer Jr. appointed police officer September 8, 1975; and retired February 27, 2009.

ND: Yup. We didn't tell anybody for a long time, but our few good friends knew. Mike knew of course. Oh and that was my point. We are sitting at Carbone's one day and Mike was the one that actually suggested we go on a date. My recollection is our first date was a foursome. The four of us went to a Twin's game together. I say, "Mike Shwab asked us out on our first date." Rich says, "He did not." I said, "Yes he did." Still, Mike initiated it. And we did, we went out and the four of us had a great time.

We worked opposite shifts then. I think Rich worked days, I worked the power shift—I worked six-four. Often times I would go over to Rich's house. He lived on the Westside. But I had a shitty, old car and my car would not start after work, so George Meyer of Sherm Weaver would either give me rides or jump my car. So they knew, because they maybe followed me to make sure I would get home or to Rich's house or give me a ride. There was a handful of people that knew.

KC: Did anybody give you any grief? When you announced it did they separate you as being partners?

ND: You know, I don't know that we announced it. I don't know, it just kind of was. It is fuzzy back then—maybe it was okay because the real partners were Rich and Mike, and I was just on the odd squad out. Because we were never partner-partners where we worked a week together or anything. It was just if Mike was off I would work with Rich and if Rich was off I would work with Mike. But if the three of us were working I worked solo. I don't really remember that. Then I moved on before Rich did.

I went to Street Crimes after three years into it. Before I got married I was in Street Crimes, so maybe it took care of itself on its own.

KC: You married Rich, you are pregnant, they don't put you into patrol as a sergeant. Any challenges around the pregnancy, maternity leave?

ND: No. I think McCutcheon was wise and mature on a number of levels beyond his decade. Kitty Cahill was one of the women that came on in 1977 under the decree. And Kitty was pregnant. But I have a photo of the twelve women, of us, taken in Como Park. Kitty is in plain clothes there because she was pregnant. They actually allowed Kitty to work the desk in maternity clothes, work part time if I remember right, while she was pregnant.



With me, after I had Mario my captain, Captain Kunz⁵², who is still playing racquetball, his wife made me a baby blanket that we still have the ribbon for. He was great to me. I took twelve weeks off I believe, for each baby. McCutcheon actually let me work from home, so I did not have to use all my sick leave and vacation. He asked me and he put me on an internal affairs project. He said, "Will you do this?" I can't even remember what it was now. Because I used all my sick time that I could and the vacation time that I had and then I was leave no pay. He said, "Well how about this? You work from home. Do you want to do that?" I said, "Yeah." So he was really good.

KC: And unusual.

ND: Yes.

KC: He legally did not have to do that.

ND: No. He was really good.

KC: Have you belonged to any of the women's organizations?

ND: I belonged to MAWP—Minnesota Association Woman Police now and IAWP—International Association Woman Police. If I somebody asks me [for] dues. I have not been terribly involved, no board positions or anything. Even going to conferences, I have not. Early on I probably thought well, I am going to be perceived as this is going to be a male bashing thing. I am sure that is why I shied away from things then. Now I could care less and know it's not that and a misconception. I did attend one [conference] early on. It was either in Saint Paul or Minneapolis. It was local.

⁵² Robert P. Kunz, Sr. appointed patrolman January 2, 1957; promoted sergeant October 1, 1964; lieutenant December 7, 1968; captain July 28, 1973; and retired August 30, 1991.

McCutcheon was the keynote speaker at lunch, told the women in the group, “You can do anything you want in police work. You can be any rank, you can be anything you wanna be.” I remember that Mamie [Singleton] stood up and said, “You know what, I want your job.” He said, “Each and every one of you could be chief. There is nothing stopping you.”



Chief William McCutcheon

1983

Then when I was in Internal Affairs—because I have great male supervisors—Larry Winger⁵³ was my boss and I worked with Kit Hoskin⁵⁴. Larry would bring us to meet McCutcheon. He would let us tell the story of IA to McCutcheon. I mean he is giving us access to this chief.

McCutcheon loved golf. They golfed all the time and they had that good old boys network that [Russ] Bovie⁵⁵ and McCutcheon and [William] Gillespie⁵⁶ - always golfing. Well I got invited and I was a shitty golfer and I always took vacation

⁵³ 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.

⁵⁴ Christopher C. “Kit” Hoskin was appointed police officer October 1, 1979; promoted sergeant March 9, 1986; Lieutenant March 14, 1998; title changed to commander January 1, 2000; senior commander October 14, 2006; and retired October 27, 2006.

⁵⁵ Russell W. Bovee was appointed policeman January 2, 1957; promoted to sergeant October 1, 1964; lieutenant January 11, 1973; and retired January 1, 1990.

⁵⁶ William Allan Gillespie appointed police officer May 22, 1972; promoted sergeant December 23, 1979; and retired December 30, 1997.

time. I am sure none of those guys did, but I made sure that I never once did any of that on company time. But McCutcheon said, “Hey, if you wanna succeed around here, decisions get done on the golf course.” He said, “So if you want to be a part of that, this is where we do business.” Just to open that door a little bit, he was phenomenal.

KC: Now there was a point in your career where you were commander of Central District. And you passed the senior commander test?

ND: Senior commander, yes.

KD: What were the things that you did to support the women under you?

ND: Not enough. I mean really. I am an assistant chief and to hear someone say that things are not as good as they were, or worse than they were twenty years ago. Theoretically with each promotion you should be able to make more decisions, on a broader range, for more people, more into policy. I thought well I can't do anything now about this or that, whether it is access for women, but the higher up you go theoretically you should be able to do that. It



is a double edged sword and it is a battle I think we as the Admin team—not just the chief or not just Nancy, that you can post for an assignment.

1990

We have got one woman in SWAT—[Special Weapons and Tactics Unit] now. I am sure it is hard for her. It is hard for Stacy [Sanborn]⁵⁷ to be the only woman in

⁵⁷ Stacy Sanborn was appointed police officer September 3, 2002; promoted sergeant December 17, 2011.

there. Separate locker room—I cannot imagine the comments she is exposed to, if not grief that she has to put up with. I mean it would be nice to be able to talk girl talk I am sure. I can't imagine. I don't doubt that the guys know Stacy is competent and everything. I mean she can kick ass. She is a triathlon person and as far as the workload, my sense is that she is treated equally. But we try to get women to apply for SWAT. We try to get women to apply to be canine officers.

We try to get women to take the promotional exam. I have been bugging Trish Englund⁵⁸ to take the commander's exam because Trish is a sergeant but she thinks she is the deputy chief for God sakes. And she could be. She could be the chief. So she should [take the exam]. But should you order people to take exams?



1992

I am talking in circles I think, but what have I done? Clearly I am [in] a position now or have been with these jobs to give women different assignments, special assignments, expose them to more. I would like to think that I have tried to do that and whether or not folks want to do that.

KC: Did you make decisions with your career at times because of your family? What were some of the

⁵⁸Patricia Therese "Trish" Englund was appointed Clerk typist II June 25, 1983; promoted clerk typist I October 7, 1985; certified parking enforcement officer March 30, 1987; leave of absence March 11, 1989 – April 14, 1989, May 22, 1989 – May 21, 1990 and March 25, 1991 – June 24, 1991; certified police officer January 23, 1993; promoted sergeant May 17, 1997. Medal of Commendation 1995; Medal of Merit 1999; Detective of the Year 2009.

decisions that you made saying, “No, this isn’t the time to do a promotion test because of the age of my kids.”

ND: I took the tests all the time when they came up. I don’t know, maybe there isn’t anything I didn’t do. I was like conscious of it or cognizant of it. Larry Winger, when he was my boss, said that I had managed to have it all, to do it right. I had a successful career going, I had a good marriage, and I was able to be a good mom. He said nothing suffers. I think everything suffered a little bit and it most probably was my marriage. I mean Rich. I was really lucky. The kids came first I would like to think. Work probably came second, probably not right, but Rich would probably get the short end of the stick in that. Not that we haven’t had major issues or anything, but if it was like I have to work late, then we are not going to do whatever we were going to do.

I was fortunate. We were really good in that things worked out for us. I think we were probably both good workers and we had bosses that knew that if we are not whining and we are holding our own and everything, we were treated fairly, we were treated well. I think we had to bounce around some—there were many times that I would work seven to three, Rich would work three to eleven, we changed kids in the parking lot—we changed car seats. He worked midnights for a stint where I would go to work, he would stay up with the kids till one or two, take them to daycare, I would get off work, pick them up. He bounced around a lot with the kids and his career probably more so than mine—although I still work nights.

To tell you the truth when these kids [young officers] today say, “I cannot work that shift, because I’ve got childcare.” *Well so did I.* I mean I am not terribly sympathetic because we made it work and things did work out. I was fortunate

because I had Trish. Trish Schwab, Mikes's wife, was my daycare lady and I had my neighbor that was there. I mean things worked out for us. People I could trust so I knew that I could work. I could never be a stay at home mom. I mean that was never a thought, never in the picture, but to know that my kids were okay, we had good daycare.

The hard thing, Chief Finney⁵⁹ told Bev Hall when he became chief, "No woman has ever gone to the FBI—Federal Bureau of Investigation Academy [in Quantico, VA]. Bev you're going first." And he said, "Nancy, you're going next."

KC: And that is a three month commitment.

ND: Yes. And my kids were little. My brother and his girlfriend at the time drove with me to D.C. so Rich could be with the kids. I thought what the hell am I doing? I am the worst freaking mom in the whole wide world, leaving my kids here like this. But it was a time too at work—right or wrong and I know people who did say no to Finney—Rich actually. Finney had asked Rich to do a job and a certain assignment and Rich said, "No I don't think I'm ready at this time." He came home and told me that and I said, "Are you nuts? That's the end of your career boy! You're nuts!" And it wasn't that way. The chief said, "Okay," and waited. There were no repercussions. Rich thrived in his career under Chief Finney. But that was the perception at the time. You don't say no, because you will not get another crack at it.

⁵⁹ 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.

KC: Now you gained more rank than Rich. Does this put stress in the marriage? Or is it just different personalities wanting different things and he understands rank is not his goal? Or were you more competent and you got more rank, he did not?

ND: No, he did not take a promotional exam. He was a street cop for ten-twelve years. I think 1990 he got promoted to sergeant. I don't think he took an exam before that. He LOVED being a street cop! When I got promoted to sergeant—and I cannot remember when Carolen [Bailey] became sworn lieutenant, because Rich worked for Carolen.

KC: In 1985.

ND: Okay, so we are right in there about the same time when I would have gotten promoted too [in 1986]. Rich loved working for Carolen. I mean she did not come up from the traditional ranks of police, coming this way. She would come in - in her uniform, and God bless Carolen, and say, "Oh my boys you look so good." Rich would come home and say it is like having your mom at roll call. But there was never an issue. Carolen was the boss and maybe she didn't know as much stuff as guys coming up there—not that he is saying that, but they all worked for her. The respect was there and I don't think there was ever an issue.

When I got promoted then, Rich tells a story. So I am in internal affairs. And roll calls were big back then—twenty people at a roll call or twenty five. They are sitting there and Rich sits down and the whole slew of them get up and move across the room, because now he is married to an IA—Internal Affairs sergeant. They are not going to—"Oh we'll show you." So Rich takes out a report, a general report at the time, and writes on there "information to internal affairs" and he says, "Dear honey, today at roll call." He was okay with it. People would ask him and give him shit and he would say, "Hey the more money she makes the sooner we can retire." He was good with it.

Legally my name is Muñoz, on my license and everything, but at work I just kept DiPerna. He got shit for that too. He got shit from his buddies—from Joe Younghans⁶⁰. And I love Joe. Joe and Peg and I and Rich got to be good friends. But Joe and women there, Joe at least came off as being really sexist and a good old boy. But a lot of the women there loved Joe and he had a likeable way about him. But he would give Rich all kinds of shit. He almost got into a fistfight years ago. Butch Swintek⁶¹ wore an earring. They played softball and Joe was ready—it was going to be a big bar fight because Butch Swintek was wearing an earring.

That was the other thing. I worked with some of these guys, [Bruce] Wynkoop⁶² invited me to play softball. Back when I had two years on I was on a softball team for the boys and I played racquetball. I mean, I had really good people. Rich got shit for the name and he didn't care. He didn't!

Even towards the end here when he was thinking about retiring. He retired out of Homicide.

⁶⁰ Joseph Daniel Younghans was appointed police officer March 13, 1978; promoted to sergeant March 1, 1990; and retired May 30, 2003.

⁶¹ Howard "Butch" Joseph Swintek was appointed police officer September 8, 1975; and retired November 30, 2002.

⁶² Bruce Wynkoop, was appointed patrolman May 22, 1972; promoted sergeant February 1, 1984; and retired December 31, 2004.

I had been a senior commander in Central and for like three and a half years. Colleen Luna⁶³ was in records. I got transferred, we got flip-flopped. Colleen went to the Central job and I went to records so it was perceived as Nancy getting slapped. I just hesitate to say that because then it might reflect negatively on the job Colleen did in records and that wasn't it at all. I was a senior commander and records wasn't a senior commander slot and I am going there. I am the only one left that is a real captain, senior commander [in rank]. I will keep that rank. So I went to records. I did my time there.

Chief Finney came to me one day and calls me down the hallway and he's with [Tom] Reding⁶⁴ and the guys and Reding winks at me and says this is a good thing and alright. Finney says, "I've got good news and bad news for you. What do you want?" I said, "Good news." He says, "How would you like to work Homicide?" I thought, well good. Homicide is a prestigious job, sought after, it means I am getting out of records—which I actually loved. My nose was bent out of shape for not even a week, a couple days. I actually loved working in records. The good news was working Homicide. I said, "Yeah, absolutely. Great." He said, "Now the bad news is your husband has to leave." Rich had been a homicide detective, so they are putting me in charge so they kicked Rich out.

⁶³ Colleen Marie Luna was appointed to police officer May 20, 1984; leave of absence February 16, 1989 to April 3, 1989; leave of absence July 12, 1991 to September 3, 1991; promoted to sergeant June 26, 1994; lieutenant March 27, 1999; title change to commander January 1, 2000; senior commander February 3, 2001; acting assistant chief February 1, 2003; reinstated as senior commander June 21, 2003; reinstated commander October 29, 2005.

⁶⁴ Thomas Lloyd Reding was appointed patrolman January 23, 1971; promoted to sergeant January 14, 1978; lieutenant February 1, 1982; captain February 23, 1987; deputy chief January 29, 1991, reinstated captain August 16, 1992; commander November 24, 1992; deputy chief June 21, 1999; senior commander November 3, 2000; deputy chief November 4, 2000; assistant chief November 18, 2001; and retired June 11, 2004.

KC: How did Rich handle that?

ND: Oh he was okay. He pretty much rolled with it. He wound up in SIU—Special Investigations Unit. So he went from one good job to another. He went from Homicide to SIU and then when I became an assistant chief Rich went back into Homicide. He retired out of Homicide. Yes, he is pretty laid back and easy going with that kind of stuff.

He would yell at me when we were in the squad car and stuff how I drove back in those early years. Littering was his pet peeve and he still tells this story about some kids that threw an ashtray full of shit out on the street and I am driving and “We gotta go get ‘em.” And he says I could not drive for crap and I lost them. That was a huge deal. Huge deal.

KC: You married him anyway. [Both laugh].

ND: Yes. Oh yes. [Both laughing].

No, he was always okay with the rank thing.

KC: What projects or assignments have you been most proud of?

ND: One of the things [Chief John] Harrington⁶⁵ ran on a platform of fighting domestic violence. One of my stops on my career was being in charge of the Family Violence Unit. I would like to think that I had a hand in pushing that envelope and pushing some of the boundaries back when I was there to get where we are at today, because it was the right thing to do even [though] people were kind of afraid of it. We started with the safety and accountability audit. It

⁶⁵ 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. Elected to the State Senate from Saint Paul November 2010.

was a systems wide examination of how we dealt with domestic violence. We got a grant, and it was going to look at from the first call that the comp center receive[d] through the probation. It was clearly the right thing to do, but the fear was that our faults are going to be exposed. We are going to be hanging out there all the things that the cops do wrong. It's going to be out there for the world to see. Chief Finney was reluctant and the mayor, Mayor Kelly⁶⁶ was reluctant.

I had a hand in it when Isaiah - a faith-based group Isaiah - came and they already in conjunction with this had done a lot of interviews. They wanted to interview and I said, "Talk to the investigators. They can help more." No, they wanted to talk to me. I said, "Okay, we'll go for fifteen minutes or whatever." I talked to these folks. And I actually talked for like an hour, and thought that the faith-based community should be far more involved in steering police work than they were or having a bigger hand in it. I know John [Harrington] did the God Squad and everything, but here was a role that they were going to make it one of their social justice missions and I thought, this is really good. We can get a lot of juice here. [Ramsey County District] Judge Marie Louis Klas was behind it and I think a lot of her. I had conversations with Finney assuring him that they had assured us if we don't want to publish, if you want just an oral report they will do that. I said, "I trust them. I think we need to do it." Then with the mayor, with Mayor Kelly too and then continuing it on. We have got a Domestic Violence Blueprint for Safety⁶⁷ now. It is going to be used as a statewide model. And I just

⁶⁶ Randy Kelly was Saint Paul mayor 2001- 2005

⁶⁷ **The Blueprint for Safety** is a prototype that can be used by any community hoping to link its criminal justice agencies together in a coherent, philosophically sound domestic violence intervention model.

had a little piece in it. But it was the right thing to do, and I helped to convince some folks to go in that direction.

I had fun.

We did the first ever non-narcotic wiretap in the state. It was years ago now, but it was the first one. Again McCutcheon would just say I was in charge of Vice and I have got a woman in charge of the Vice Unit. We had all the saunas back then. We closed all the saunas. Some came before me and some came after me, but it was my guys mostly. Mark Kempe⁶⁸ went to the county attorney and said, “We need to do a wiretap” and it was unheard of. McCutcheon had always given us my marching orders, “You can do anything you want, just don’t let me get caught broadsided. You don’t have to ask for permission,” he says, “Just tell me what you’re doing.” He gave us a pretty free reign and Mark Kempe says, “We have to do this wiretap.” We went in and talked to McCutcheon and it was the first RICO— [Racketeer Influenced and Corrupt Organizations] case in the state of Minnesota for that. It has all been fun.

KC: What I hear is a real open-mindedness and a lot of creativity and finding different ways to do what it takes to get done without having it outside of the legal line.



2000

⁶⁸ Mark Christopher Kempe appointed police officer March 27, 1983; promoted sergeant April 9, 1988; retired March 2, 2007.

ND: Ya. Just to find a way to work with whatever you have got to try to get it done. Do you remember that old videotape Blue Eye Brown Eyes⁶⁹ or X's and O's. Remember any of those race studies?

KC: Yes. The Blue Eye Brown Eye.

ND: Yes. The Blue Eye Brown Eye and then there was one with X's and O's too that was similar to that. Poor Mark Kempe—he had to work for me in like five different assignments. We joked that the only way he could get away from me is because he quit or he retired or he would be stuck with DiPerna again. But I was training director, and that is when I thought we are going to do this. We are going to have everybody in on it. Some had my bent—I was more the touchy feely side of that than any of the tactical side. So I said, this is a good thing. We need to talk about race and we need to do it. We still did it and we did some kinds of goofy things and stuff, but they kind of like raise an eye. Maybe we could have found a better way.

KC: But that is how you learn. At what point in your career did you start setting professional goals for yourself? Because you describe this was an opportunity, I just took it. Was there a point when you said I would like to be chief, I would like to be assistant chief?

ND: It probably did start when I was an acting sergeant or maybe when I passed that first sergeant's test.

⁶⁹ In response to the assassination of Martin Luther King, Jr. over thirty years ago, Jane Elliott devised the controversial and startling, "**Blue Eyes/Brown Eyes**" exercise. This, now famous, exercise labels participants as inferior or superior based solely upon the color of their eyes and exposes them to the experience of being a minority. Everyone who is exposed to Jane Elliott's work, be it through a lecture, workshop, or video, is dramatically affected by it.

I see the struggle today to get women to apply for something. You have got the arguments that the chiefs have no right assigning me to that if I don't want to go. They will say, you should not. Of course we have the rights to. Well I have been the product of sometimes you cannot see the forest from the trees. McCutcheon rotated us once a year. I was in charge of the custodians and the support services. I remember calling from the tunnel to my dad, "I'm learning about [concrete] spalling and delamination. It is as far away from police work as you can get. But I learned stuff. Lynn is saying no, I am getting all these opportunities, I am getting a broad base of experience. I am having fun. I mean that was it—I was having fun.

So yes, let's take a look at this. I had been asked—before I went to the FBI Academy—[National Federal Bureau of Investigation Academy at Quantico, VA] I had actually been scheduled to go to SPI—[Southern Police Institute of the Department of Justice Administration at University of Louisville, Kentucky]. I can't remember why. That for some reason—it wasn't on my part, but that I didn't go and I think they flip-flopped somebody. I recognize the fact that that is pretty special [to be sent to these advanced training opportunities] and all. They hadn't been having women going. The FBI came later in my career, but I thought, okay this is what we are doing. And it was one of those first things.

I went back to graduate school. Don Winger⁷⁰ likes to say that he got Nancy to go

⁷⁰ 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.

to graduate school, somebody to do this, somebody to do that, and Gary Bohn⁷¹ to get his GED. That one was important. Another of my male mentors—Don got so many of us back in school. Don thinks Cathy Pavlak⁷² is still mad at him because she got her masters. He talked her into it and I think once she took two or three classes one semester and it killed her. He has gotten so many of us back in school! He would motivate me, “So and so is studying for this promotional exam. Do you want to work for him?”

I went back to school because all I had in my life at the time were little kids. I would come home and I would talk to little kids. My social life was really small. My neighbors maybe had kids my age and that was it. Or cops. So there was something missing from my life. I needed more. One of the reasons I went back to graduate school when I did was because of that. To a lesser extent knowing that I wanted to get promoted and thinking that—not as many people had advanced degrees back then, but you got to do it.

We hand-feed kids now to go to graduate school and I get them paid, but John

⁷¹ Gary Milton Bohn appointed patrolman January 23, 1971; promoted sergeant November 20, 1976; and retired October 30, 1998. [Don Winger states in 2012, “Gary was a bright hard working man, he did earn the rank of sergeant. The comment about the GED was just a joke. He had education beyond high school, but I don’t remember what it was.”]

⁷² Catherine “Cathy” Clare Pavlak was appointed police officer January 30, 1984; acting sergeant November 14, 1993; return police officer March 6, 1994; out of title sergeant June 14, 2008; return police officer October 11, 2008; out of title sergeant October 25, 2008; return police officer August 29, 2009; out of title sergeant March 20, 2010; promoted sergeant June 5, 2011.

Vomastek⁷³. John Vomastek had five kids? Five or six kids at the time. Kathy did not work at the time, his wife did not work. I thought if they can afford it and John can have time with all these kids, then I don't have any excuses. I started thinking, yes I could do this.

KC: What were some of the other things that you did to put balance in your life?

ND: For a while there my social network was small - with little kids - and I needed something I think for my mind. But Rich and I really had—Rich was always tight with his high school friends and kept that. We did choir practices and we hung around with cops, but more of it was couples, but not a lot. We had Mike and Trish that were our good friends and a few other couples, but we had our own lives too. We never lost that. I had my college roommates that to this day are my best friends, and a couple of others. As we grew and as our kids got into sports our biggest social community for the last ten, twelve, fifteen years is the hockey community—hockey parents. Well hockey parents and those are still our best friends. We never lost that. I mean work was kind of work.

Family—Rich was very close to his family. His dad died right after we got married. My dad died eight years ago. But I have a smaller family, but all very close. We had lives beyond work.

⁷³ John Edward Vomastek was appointed police officer March 13, 1978; promoted sergeant June 1, 1988; acting lieutenant August 2, 1990; return to sergeant November 4, 1990; acting lieutenant August 14, 1994; return to sergeant September 29, 1994; title change to inspector sergeant January 8, 1995; return to sergeant July 13, 1995; lieutenant July 14, 1995; title change to commander January 1, 2000; title change to senior commander April 28, 2001; return to commander June 29, 2002; title change to senior commander June 12, 2004; and retired August 31, 2011.

KC: You were a Homicide commander and I have interviewed Joe Corcoran⁷⁴ and [had] conversations with Vomastek. You get called out in the middle of the night. There is a homicide. Did that pull you away from family life?

ND: Yes that was hard. Yes, that is what I like the least. But again, Rich was in Homicide before I was. So he was the one for a couple of years there getting called out. He was the one—while he was in Homicide I have had pretty much a daytime job. He was the one missing Thanksgivings and Christmases and all of that. He was the one that got tired of everything. He did it more than me even when I was the commander. But, I did it for a while too.

The year I spent in records I was also in charge of the crime lab. Crime Lab fell to the records unit commander at the time. Colleen Luna had worked in the crime lab for a number of years so when she was in charge of records that was an easy thing. I knew nothing about it, so I had asked [Dick] Gardell⁷⁵, I said, “You know what, if I’m in charge of the crime lab I probably should go out on these calls. I did a lot that year of going out. When Rich got a new job and I was in Homicide, I hated that when the phone rang and it was my turn to go out. Then when it flip-flopped back to him oh it was great. Ha [Both laugh]! You are out of bed, I am here. But then our kids are old enough too and it is not so much.

KC: In 2004 Finney is retiring. Saint Paul traditionally hires an interval candidate. I know there was a lot of encouragement for you to run for chief and you chose not to. Was that a hard decision?

⁷⁴ Joseph Kane Corcoran was appointed patrolman March 2, 1964; promoted to sergeant October 3, 1970; lieutenant March 24, 1990; and retired March 27, 1998.

⁷⁵ Richard James Gardell was appointed police officer September 8, 1975; promoted to sergeant July 7, 1983; lieutenant February 22, 1987; commander January 8, 1997; deputy chief March 27, 1999; assistant chief November 4, 2001; reinstated senior commander July 3, 2004.

ND: Yaaaa. I don't know if it was harder then or now. I mean I didn't this time either. Prior to that I had applied for both Bloomington and Burnsville. I made it to the semi-finals in Bloomington and I withdrew because I would've had to move to Bloomington. I don't know how far I would have gotten in the process. I got to [a] handful, I think. I think in Burnsville I was down to the top five and I didn't get it. Burnsville I actually was really wanting that. Close to my community, community, policing concept, thought the timing was right if I want to make a move. Didn't see it coming in Saint Paul for a long time. I also applied—Lisa [Millar McGinn] and I both applied - for Eagan. We both lived in Eagan. At the time my résumé on paper was far better than Kent Therkelsen who actually got the chief's job. My nose is still out of joint about that. I didn't even get looked at. That was disappointing.

In 2004 a big part was moving to Saint Paul. Our kids were in high school at the time. Mario would've been a senior, Nick would've been a junior I believe. We probably could have done it or stalled a year on buying a house. We both love Saint Paul and we have lived here many years. That was part of it. Part of it was I was enjoying their lives now. We were very involved in hockey and sports. We had a couple of blips with our kids too, like not liking school and junk and partying too much and stuff. But a part of it too—other than that, maybe a lack of confidence. Maybe I don't know what I wanted then. We all know each other so well and did then. When Harrington talked to me about being an assistant chief I said, "John you know the take on me is I'm not tough enough." That was it. Ted Brown had early on said, "Nanc, if you want to succeed here you have to learn how to be an asshole." Was that really true? I don't know if I did.

KC: Did you want to be an asshole?

ND: And I don't know if I have ascribed these to the right people in my mind. I remember it as Ted [Brown]. Who I think said, "You really have to be an asshole." That clearly there was the concern from [Chief] Finney and [Assistant Chief] Reding, that I wasn't tough enough. [Assistant Chief] Gardel I don't know. I perceived they thought I either wanted to be liked too much, which I had never perceived myself that way, or that I couldn't be tough enough, or wouldn't be. Again, I don't really, or didn't really, see myself in that light, but that's how I assume they saw me. There was some of that. That's when I talked to Harrington. I said, "You know, these guys—this is what they think. They don't think I can make the tough calls." He said, "Don't worry about that. I know you can." There might have been some of that.

KC: Do you have any regrets of not going last time—or we are in the process of choosing a new chief again? Throwing your hat in the ring?

ND: Part of me does. I don't know--Yes, up until the last day. I walked in and somebody says, "You've got seven hours."

It is six years. I am fifty-three. I don't know if I have the energy for six years, making a huge assumption that I could do it. You know Finney, you know Harrington, you see the hours they put in. John [Harrington] gets a bad take on



John Harrington

people from the troop saying he is not here. You guys might not see him. He is on email at three-thirty, four-thirty. Harrington puts in ungodly long days. He is giving speeches all the time. He is teaching all the time, and that teaching thing is a huge benefit for Saint Paul, for the police department. Think of all the people he has recruited. He has

touched so many of the people that then go on to be our

cops, working for our citizens. But it is not to the detriment of the department or the troops or the community. It's not. Harrington and Finney are so opposite. Finney loves the limelight and the gold and loves to be out there and loves to be large and in charge. Harrington is shy and would rather retire to a corner and doesn't want a group around him. But both extremely committed to the community and the cause and the mission. Different ways, but both really, really dedicated. I think you have to be.

So for me to come in—and then people told me, well just go in and do two, three years. I mean, I don't know when I will retire. I'll go to the end of this year. I always kind of thought when Harrington retired I would leave. But pension-wise, the logistics of it, I will stay through the end or my birthday is in November anyway. But then I don't know what. To do six years and then people said, "Well just do three." Well that's not fair. Harrington has made it clear the last couple of years he would only do one term. But there are reasons that I could see why Finney and McCutcheon did two terms, because you are just starting to get some things in place. Three years would not be fair to the troops or the community.

KC: I have heard Harrington say, "I wasn't ready. It took me a couple years to be ready."

ND: Yes see, okay. And then time goes by pretty fast. It goes by really fast. My kids get on me. "Mom, this is everything we've worked for." I said, "What's this 'we' business?" In some sense though maybe the days away from home, the mom working nights—when I had the night job that was hard for me because there was some conflict there thinking, no, mom should be home reading to her kids and feeding them supper and stuff. For the most part I had good schedules for family, but there were those blips. When I did go to graduate school Don Winger

said, “You will walk through the graduation ceremony. You will bring your family. You will put your cap and gown on so those kids can see where Mom has been all these years.” That was really important and good symbolism.

My kids—and they were disappointed when I didn’t and Rich was, as a good husband should, said, “Well of course honey, you would be the best. Of course you could kick ass over those guys!” [Both laugh]. There was a lot of that. That was nice.

I know people that don’t like me or don’t like the administration. I know we haven’t done things as well as we should and communication—God it has been an issue for us—we suck at communication, so did the administration before us. How do you get better at it? We work at it, dah, dah, dah. But it is nice to know when the cops come up to you and say, “I wish you were running. I’m sorry you’re not.” So that makes me feel really good. And the community too, there is some support in the community for me to have run, and that is good. That is nice.

KC: You have mentioned just lots of people. Who would you say are your primary mentors that have made some of those defining differences in your life?

ND: Clearly the Wingers. I mean without Larry⁷⁶ and Don for sure. Lynn Sorenson got opportunities because of Lynn and it wasn’t ever about gender. I mean there

⁷⁶ 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.

were folks around like a lot of people say Debbie [Montgomery⁷⁷] and Carolen [Bailey] and Bev [Hall]. All good and all paved the way, but people that I wasn't really close to.

Tom Foss⁷⁸, great street boss. Tom liked if you did your job. A lot of people hated Tom Foss and I think there're a lot of people too that would say that he was one of their best supervisors. He treated you fairly, no nonsense kind of guy. Do your job. Captain Mike Smith. Clearly the people in charge [Chiefs] John Harrington, Finney and McCutcheon.

And I have had other people that have become really good friends. Like Tina Baribeau⁷⁹. Tina is a civilian. She is a record's manager now. When I first got promoted to lieutenant, here you have got a female boss and you have got a civilian female employee. And people were—because one of your questions talked about female-female relationships—that was kind of the buzz, “Oh let's see how DiPerna and Baribeau are gonna get along.” Everybody expected it to be horrendous, that it would fail miserably. I don't know how it would fail. It turned out that not only did we have a good working relationship, but we got to be friends and she is one of my best friends today.

⁷⁷ Deborah Louise Montgomery (April 17, 1946) 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.

⁷⁸ Thomas Richard Foss appointed patrolman January 21, 1963; promoted sergeant October 14, 1972; and retired April 30, 1998.

⁷⁹ Tina Victoria Baribeau was appointed Clerk Typist II March 3, 1985; Clerk Steno II March 7, 1986; , 12/7/88 Clerk Typist III December 7, 1988; left department in August 8, 1997, returned October 16, 1999 as a Secretary, Coordinator of Administrative Support September 6, 2003; Officer Manager March 18, 2006.

With Tom Quinlan⁸⁰, Mark Kempe, some guys, but you had the little moral voices in your back that pull you aside on some of this stuff that whatever rank— and to this day those are people I would bounce things off of, that I trust and that are ethical and have a lot of integrity. I go to those folks and say, without giving away administration secrets, but always tugging on you, “You really wanna do this? You’re gonna look stupid.” Or, “It’s not a good thing. Think about it.” I’ve had folks there.

Amy Brown⁸¹. She had survived three chiefs, she will likely survive a fourth. She is in charge of all the money. Amy is a very strong person. Very, very loyal to the chiefs. Very loyal to [Chief] Harrington. Very loyal. She does not want John to get hurt. She wants to make John look good. Same with [Chief] Finney and I think lesser a little, but same with [Chief] McCutcheon.

Last administration you had Amy, you had Finney, you had [Assistant Chief] Gardel, you had [Assistant Chief] Reding. All these “type As” that were hard, hard people. Maybe we need to be somewhere in the middle, because John [Harrington] is so opposite, and Nancy is like that. [Assistant Chief] Matt

⁸⁰ Thomas Jerome Quinlan appointed police officer July 11, 1977; promoted sergeant December 31, 1987; and retired July 31, 2010.

⁸¹ Amy Brown was hired as a civilian employee November 12, 1979; promoted administrative assistant January 2, 1990; police research and grants manager December 25, 1999.

Bostrom⁸² is like Harrington and DiPerna. [Assistant Chief] Dennis Jenson⁸³ was probably the closest we came to being more Finney-like, [Assistant Chief] Reding-like, [Assistant Chief] Gardel-like, but Dennis had a balance to him where the troops really liked him. Dennis could balance it well. When Dennis retired that was a loss. He had a good balance. [Assistant Chief] Tom Smith⁸⁴ does a good job of it I think. Tom can be—hard and soft are not the right words, but I think you know what I mean—but Tom can balance it better.

Senior Commanders Bill Martinez⁸⁵, John Vomastek are in my camp, Nancy's camp, John [Harrington]'s camp, that Don Winger would have been too. It has got to be balanced.

Amy [Brown] balances us. It took me a long time—Amy would say a little fear is healthy. It took me a long time to be—I don't want to succeed by being an asshole or a bitch, but a little fear is healthy. Whether it is the generation that we

⁸² Matthew Daniel Bostrom was appointed police community service officer June 28, 1981; police officer March 27, 1983; promoted sergeant April 17, 1994; lieutenant March 27, 1999; with a title change to commander January 1, 2000; senior commander June 26, 2004; and assistant chief April 8, 2006; elected Ramsey County Sheriff January 1, 2011.

⁸³ Dennis Lynn Jensen was appointed police officer April 3, 1983; promoted to sergeant March 30, 1990; lieutenant January 18, 1997; commander June 26, 1999; assistant chief June 12, 2004; and retired September 29, 2006.

⁸⁴ Thomas Smith was appointed police officer September 18, 1989; promoted sergeant April 17, 1994; lieutenant December 11, 1999, title changed to commander January 1, 2000; named senior commander February 3, 2001; returned to commander May 19, 2001; senior commander May 8, 2004; assistant chief December 23, 2006; chief June 15, 2010.

⁸⁵ William Martinez was a Minnetonka Police Officer 1984 – 1987. He was hired to work undercover through a lateral transfer to the Saint Paul Police Department October 5, 1987. Transferred to police officer November 5, 1988; promoted sergeant June 19, 1994; lieutenant July 3, 1999; title changed to commander January 1, 2000; senior commander June 12, 2004.

have today or for the product of our own personalities, there is not enough fear today. You have to have some common respect for the rank and for the position and for the comeuppance. I still believe you got to pay some of those dues. A little fear is healthy.

KC: Were there any female mentors?

ND: Those early days women sure were not supportive of each other. I mean I don't think—. Like I said, Bev [Hall] reached out to Connie [Bailey] and I in the academy, but it wasn't—

KC: Were there any women who you felt played negative games, attempted to hurt your career?

ND: No I don't think so. I don't see folks that I thought—I mean I didn't recognize it if they did try to hurt my career. Of course Debbie [Montgomery] was legendary and Carolen Bailey.

Julie Brunzel. Julie was in law enforcement, I think even before Debbie and all. I had actually known of Julie. I was friends. She would work for the BCA [—Minnesota Bureau of Criminal Apprehension]. That is where she started, but retired from the BCA so was a police officer for thirty-some years. I knew Julie—I did not know her, I was friends with her sister actually before I became a police officer. Right in that bubble, so I knew that there was a woman out there. But I am thinking of other departments.

KC: And other women didn't really come up a lot and say, "Let me guide you."

ND: No. No.

KC: It keeps striking me that as women we don't know how to do that and we don't do that and men instinctively do that.

ND: The one thing Harrington really does want to try to make it better for women now - and it is the same thing with people of color, you know with these job

assignments and where do you go and who gets the opportunities and who does not? You[re] either making me do it because I am a woman or I don't get to do it because I am a woman. Yes, is it different, because I think it would have been a natural kind of thing with the guys. Now we are making a conscious effort to bring women along.

KC: Did you ever experience any sexual innuendos, any risqué conversations that you really did not want to be a part of?

ND: No. I did not engage like Lorrie Dorrance did. I mean Lorrie, she could talk a sailor blue in the face. For "LD" [—Lorrie Dorrance] every other word was fuck. She was one of the good old boys. I didn't get embarrassed easily or anything like that. Connie [Bailey] is pretty quiet. Bev [Hall], not quiet, not so much. I am thinking of the other folks. Lynn [Sorenson] just kept to herself.

There wasn't really any talk—if people were having affairs it was with the cop groupies. There was a nurse that the guys were sleeping with. Pretty much that was open. There wasn't a lot, at least that I knew of, fooling around with the women on the job or anything. Lynn was married at the time, Debbie was married to Robert Montgomery. Kitty [Cahill] was having a baby. There wasn't a lot of that and there wasn't a lot of talk about dating. I know Connie dated some other guys.

ND: There were good rumors and stories. I don't know who slept with who. I am sure there was a lot of it. It was there but I don't know that—is that different than any other profession? I don't know.

KC: In all professions when you work intensely with other people, relationships happen. But there are differences with police work. Police work is rougher. It is rougher and it is rawer and you are dealing with sex more openly. And you have

to make fun out of everything, and you have to deal with just the rawness of life. I think that is different in police work than teachers or realtors. Because your day-to-day, you are seeing day-to-day people at their most raw, their roughest, their most embarrassing moments. That has to be common-place for you. So there is closeness in that understanding about the humanness of the world.

ND: Ya, more vulnerable, more susceptible.

KC: In your hockey world have you ever gone, wow they are really innocent to what the world is really like?

ND: Oh without a doubt. Ya. I think people—yes, with that and folks having affairs or domestic violence or child abuse. Nobody knows what goes on behind closed doors. No matter what the face of it. People don't have a clue. No, they don't have a clue.

Even the thing that shocked me late in life when I went to Homicide and I read through the suicide reports and the attempted suicides and it was like a slap in the face, because I had no idea. And I did not think I was terribly naïve, but how many people try to commit suicide or commit suicide. It was like a big wake-up call for me. It was like wow. You are absolutely right. The hockey community, friends family.

The other thing too, we say—you can't now, but my friend Gary Salkowicz ⁸⁶ from my academy. Gary is still on and we were good friends too and Gary and his wife and I we all became friends. Back in the day Gary said there wasn't thing

⁸⁶ Gary Joseph Salkowicz appointed police officer November 1, 1980; promoted sergeant July 3, 1999.

like a foot chase with a beating at the end and then he would say, “And we get paid for it.” Of course we have grown and you don’t talk like that now, but we have far better stories—I think we have better stories than my neighbors and the teachers and the plumbers.

KC: It is like television. There’s sex and violence and drama.

ND: Most of that is internal [Both laugh]. I mean hell with the bad guys [Both laugh].

KC: What is your legacy? How many years on Saint Paul?

ND: Into my thirtieth year now.

KC: What have you taken from the thirty years and what are you leaving with the thirty years?

ND: I had a philosophy class at Saint Thomas and I think it was—I don’t know squat about philosophy or anything, but I think it might have been John Dewey that said we should give back at least as much as we take from this world. I am a huge taker. I would like to think—I am corny enough - I believe that we can make a difference. I believe that I have. I believe in the White Knights coming in to help folks and try to push the envelope and try to make it better. I think the cop on the street, it is a huge role and he or she—most of them are probably clueless at how much they are impacting other people’s lives. If it is just one who is—if they make a difference in one person’s life then you are ahead of the game. But I suspect they do it many, many, many times and probably don’t realize it. I believe that.



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I believe we can still make a difference, I believe we are. It's the little things. I think that when I need—I am not a patient person by nature, but if I have needed to be patient I have taken the time with somebody—one of my coworkers or somebody you have just needed to vent or took time to wave to the kid on the street or to help the drunk up who had passed out and peed his pants. Or the little gang banger who was going to drop out of school and you treat him like he is your own kid. I hope that there is more moments of those than there is not. I have gotten a lot. It has been the best, it has whipped by. I have loved every minute of it. It has been really good.

I came out of lunch one day years ago, again it was Rich and Schwab, and this woman just says, "Thanks for being you." We kind of laughed at that, well what the hell does that mean? But people love us—we are fortunate. People love the cops in Saint Paul. I believe that.

Years ago when—I think it was the International Association of Chiefs of Police Conference, Minneapolis had it. It is like going back twelve years, fifteen years. We only had one event in Saint Paul, so we helped Minneapolis out by—I think we gave them like fifty cops a day. Our cops were with Minneapolis cops. They came back and that was like the best thing we ever did, because our cops came back and said, "Wow, is it different over there." There were stories to the extremes and I am sure there was some exaggeration, but they would go take a rape call and they would advise. They would not take a report. The Minneapolis cops would not get out of their squad cars to talk to anybody. One told a story of waving at somebody and the Minneapolis says, "Don't wave." I am sure it has changed under Chief Tim Dolan today. But people in this community, In Saint Paul, I mean really, they like their cops for the most part. It has been good. I hope

there are some things, that those little things have been more the norm rather than the exceptions.

It has been good. It has been a blessed life. This has blown by, Jesus.

KC: Social worker. The social worker has had an adventure, instead of just being a social worker.

ND: Yes, that is a good one. That is a good book title!

Thanks Kate.



Munoz Family celebrating Nancy's retirement

Cape Coral March 2011

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