



ROLL CALL

Bi-Monthly Newsletter of the Police Officers' Federation of Minneapolis
Volume VI * Issue I * February 2006

MISSION STATEMENT

*To promote the positive role of the police profession.
To protect and secure members' rights and benefits through effective representation and professional relationships with the community and local, state and national governments.*



INSIDE THIS ISSUE:

- 📄 Message from the "Prez": Sgt. Danny May
- 📄 Raffle Info
- 📄 PAL Hours
- 📄 2005 Dues Paid
- 📄 PERA Workshop
- 📄 2006 Calendar of Events
- 📄 Beat Cop Honored
- 📄 Cops Raise Funds for Causes
- 📄 Sgt. May Letter
- 📄 Store: Featured Items
- 📄 Board Roster

THE GRIEVANCE PROCESS



3rd in a series *By Bob Kroll*

My last two articles talked about providing statements and internal investigations, and the discipline process. This article talks about what occurs after you have received formal discipline.

If you are notified that you are being disciplined for something from a letter of reprimand to termination, you should immediately contact a Federation representative. This must be final discipline, which is signed off by the Chief of Police. The grievance process begins when you receive your discipline. The Federation has twenty days from the time you receive your discipline to file a grievance in the matter. In most cases the Federation will already have a copy of the case involved because you were probably represented by a board member at a discipline panel.

Grievance Process, cont. on page 2

HOW THE FEDERATION MADE PUBLIC SAFETY THE ISSUE IN THE ELECTION

By Lyall Delaney



In the wake of the recent city elections there has been some confusion as to how much impact the Federation had on the results. Let me clear this up right now. The Federation achieved every one of its goals this election.

Contrary to popular belief, our first goal was not to beat the mayor. His defeat would have been a bonus. Our goal was to make sure that crime and public safety were the number one issues of this campaign. A goal that even a cursory examination of election coverage will show we achieved.

If you take a look at the number of stories mentioning "public safety" in the year before

WAGES UPDATE

Since March of 2005 the Federation has been in contract negotiations with the City. We have settled many sections of the contract and are currently at a stalemate.

The final issue being negotiated is compensation. Over the last two contracts the City made a commitment to keeping our department competitive among metro departments. Offers have been exchanged, but we have not been able to come to an acceptable agreement. Current offers would not keep us competitive with other metro departments and we would actually lose the ground we gained in the last two contracts. We are currently awaiting dates to attend mediation.



the Federation started its plan, there were a total of 37 stories in the Star Tribune from October 2003 through October 2004. The bulk of these stories (19) concerned the hiring of Chief McManus and the first few months of his administration. Only two local stories mentioned public safety in the context of an issue for voters. Contrast that with November 2004 - when the Federation fought the mayor on his plan to cut eight more officers in the 2005 budget - through November 2005 and the results of the election.

During that time there were 63 stories in the Star Tribune discussing public safety as an issue or *the* issue in the election. Here is just a sample of the headlines:

"PUBLIC SAFETY IS TOP ISSUE, CANDI-

Election, continued on page 3

MESSAGE FROM THE "PREZ"



January was a tough month for many on the department - in particular was **Sgt. Danny May** of the Canine Unit. This

decorated officer had to put up with being raked over the coals, once again, by the bosses and community he has served since 1989. This may have been a no-win situation from the beginning, but sometimes that is what happens even when folks have good intentions. The police administration empathized and made apologies publicly to the Nelson family and to community members who raised a rucous. What I'm having trouble with, though, is the perception by some that showing public support of Danny May would somehow negate or contradict the support shown to the aforementioned parties.

Good leaders build consensus rather than choose sides. Good leaders make decisions based on what is reasonable, not what is popular opinion. Good leaders support their employees, especially when the facts dictate they did nothing wrong.

In choosing his words and actions carefully (see May's letter, page 5) and relinquishing possession of his Medal of Valor on *his* terms, Sgt. Danny May took the high road. The support that he received from his police family surely made the ordeal easier to confront. These are reasons why we can stand proud - together.

Sgt. Danny May after receiving the Medal of Valor on **January 12.** **Sgt. May** relinquished the medal on **January 19.**



Grievance Process, cont. from page 1

Once you notify a board member that you have received final discipline, I will eventually be notified and assign a panel of two other board members to review the case with me and determine if the Federation has a valid grievance. It is a common misconception that in discipline cases it is the member's right to grieve. This is not the case and the actual grievance belongs to the Federation board.

The panel members will review the case and meet as a committee to discuss filing the grievance. In many cases the recommendation of the panel of three will be brought to the full Federation board. Sometimes additional information is sought from the affected employee(s) and advice is sought from Federation attorneys. Ultimately a decision is made whether or not to file a grievance.

Once filed, that starts an entire process of its own. The grievance will be filed and sent to the affected employee's commander, bureau head, Chief of Police, and director of

labor relations for the City. The City then has ten days to respond to this grievance and most often a meeting is set up between the assistant chief and me. We will discuss merits of the case and in some cases settle the grievance. In other cases, the grievance is forwarded to the arbitration process. If the case is settled, the employee will be informed what the settlement was and this must be concurred by the other grievance committee members on the board.

In cases that go to arbitration, the case gets passed to Federation attorney Ann Walther and an arbitration date and arbitrator is selected from a panel.

This is a simplified overview of the grievance process to give members a better understanding of what happens from the Federation aspect when an employee receives discipline. The full article regarding the settlement of disputes is contained in Article 5 of the Labor Agreement between the Federation and the City.

BULLET: RAFFLE

♥ The Minneapolis Police Federation Charities will be selling raffle tickets to raise money to donate to the charities it supports. First



prize is a 2006 Harley Road King. The tickets are \$20.00 each and there will be a limited number sold. There are also cash prizes ranging from \$100 to \$1000. The drawing will be held on July 27th at the 1029 Bar. If you are interested in helping sell tickets please contact the Federation at (612) 788-8444.

Election, continued from page 1

DATES SAY” “...PUBLIC SAFETY HAS BECOME A BATTLEGROUND IN THE MAYOR'S RACE.” ... “PETER MCLAUGHLIN IS QUESTIONING MAYOR R.T. RYBAK'S RECORD” (10/3/05) ... “RYBAK BUDGET PLAN EMPHASIZES SAFETY” ...“A LEVY INCREASE WOULD HELP ADD 71 OFFICERS; CRITICS SUGGEST POLITICS PLAYS A ROLE” (7/29/05). ...“3-CANDIDATE MAYORAL DEBATE WILL FOCUS ON PUBLIC SAFETY” (8/24/05).

Do you think it was just a coincidence that Peter McLaughlin announced for mayor the same week the Federation held a rally before the budget vote to keep the mayor from cutting more cops? Certainly not, McLaughlin wanted to take advantage of our hard work and incorporate this issue into his campaign.

In a single year we have gone from a political environment where the mayor was predicting that he would cut another 137 officers to one where the mayor is now scrambling to add as many new officers as he can. If that does not constitute an overwhelming success I don't know what does.

Our second goal was to keep Rybak occupied with his own race and out of the council races. The spanking we delivered at the DFL convention — where the incumbent mayor was denied the endorsement and Peter McLaughlin stayed

in the race — accomplished that goal. Rybak had his hands full with the McLaughlin challenge and had little time to meddle in other races.


Finally, the Federation wanted to stop the erosion in the ranks of the police force that was responsible for the shocking increase in crime over the past years. Our 50-4-Five plan highlighted the number of officers lost to short-sighted budget cuts and forced the mayor to backtrack on his plan to cut 137 more officers. In fact, through the efforts of the Federation, the city now has a net gain of 130 police officers: 60 saved from more Rybak purging and 70 added in the new budget.


Does anyone really believe that Rybak would have been boasting of adding new police officers if the Federation hadn't forced him to do it? The new city council will be much more receptive to the Federation than the last council. Four of our endorsed candidates won and three of the returning council members are strong Federation supporters.


Today the Police Officers Federation of Minneapolis can take pride in the results of the last city elections. We put public safety on the council agenda to stay, proved to the mayor that the Federation is a powerful voice for the law-abiding taxpayers of Minneapolis and the hard-working police officers of the Federation.





On December 15th, cops from all over the city dropped off squads full of toys for the Toys for Tots. For the first time in 11 years all MPD precincts and the Park Police participated.

 **BULLET: DUES**
♥ Dues paid in 2005: \$734.16; Mutual Association paid in 2005: \$28.00

 **BULLET: PAL HOURS**
The new timekeeping system, Workforce Director, is up and running. If you are a volunteer for PAL, please keep careful track of any hours you accumulate. As soon as you have been trained on the system, you can enter your time. Supervisor approval will be required to use time. A maximum of 50 hours can be “banked.” As always, when you volunteer with PAL you are welcome to have a guest participate with you at PAL expense.



 **BULLET: PERA**
♥ On Saturday March 4th there will be a pre-retirement workshop hosted by PERA at the PERA office in St. Paul.. This workshop is specifically geared towards Police and Fire. You can register by calling PERA at 651-296-7460 or going to www.mnpera.org.



January	February	March	April
♥ 26th General Membership Meeting Federation Hall (’06 Budget)	♥ 23rd General Membership Meeting Federation Hall (Board Nominations)	♥ 30th General Membership Meeting Federation Hall (Primary Election)	♥ 27th General Membership Meeting Federation Hall (General Election)
May	June	July	August
♥ 25th General Membership Meeting Federation Hall (Swearing in)	♥ 23rd Annual Golf Tournament Majestic Oaks ♥ 29th General Membership Meeting Federation Hall	♥ 27th General Membership Meeting Federation Hall	♥ 31st General Membership Meeting Federation Hall
September	October	November	December
♥ 28th General Membership Meeting Federation Hall	♥ 26th General Membership Meeting Federation Hall	♥ 30th General Membership Meeting Federation Hall	♥ 8th & 11th Annual Holiday Merchandise Sale City Hall, Rm 132 ♥ 13th Holiday Party, Ukrainian Center

COPS HELP RAISE FUNDS FOR GREAT CAUSES



Hurricane Katrina victims continued to get help from Minneapolis officers after officers returned. **Tracy MacDougall** coordinated a donation drive and Minneapolis officers donated ballistic vests, duty belts, jackets, boots, and approximately 30 boxes of miscellaneous items, in addition to over \$1200 in cash. Tracy, who works in the Crime Lab and **Nicole Archibold** from Property and Evidence drove to Mississippi to deliver the items to the Hinds County Sheriffs Reserve for use by local police and fire agencies. While there, Tracy got information on a program that involved adopting law enforcement families for Christmas. She coordinated the MPD effort and our officers adopted a total of 21 families with 45 kids! There was a large party on December 18th and gifts were distributed to the families. **Sgt. Rick Doll** and **Off. Lynn Unke** drove to Biloxi and attended the hugely successful event.



The Pounds for PAL campaign ended on January 31st. Officers and friends of **Sgt. Jim Novak** pledged a total of \$281 per pound as incentive to help him get started on his weight loss program. At press time, the sergeant was approaching a 35 pound weight loss for his four week challenge - that’s nearly \$10,000 and a whole lotta weight! Proceeds will directly benefit the Police Activities League programs for Minneapolis youth.



The Climb for a Cure takes place at the IDS tower stairwell on Saturday, February 11th. Once again, MPD has a team that will compete in good fun with Minneapolis Fire. Last year’s sponsored event raised over \$80,000 for Cystic Fibrosis research.



The Annual Polar Bear Plunge will take place on February 25th at 2:30 p.m. Participants will plunge into the frigid waters of Lac Lavon in Burnsville to help raise money for Special Olympics

BEAT COP IS HONORED



The West Broadway Business Association, which has 35 business owners along West Broadway in North Minneapolis in its membership, held their annual end of the year meeting at the Cookie Cart bakery. Two awards are presented at this meeting, the Person of the Year and the Business of the Year Awards.

Officer Bruce Johnson, who works the West Broadway beat, was awarded with the West Broadway Business Association Person of the Year Award.

Johnson started working the beat in May 2005 and was honored for his hard work in dealing with the narcotics and loitering problems along West Broadway and providing a safer environment for both shoppers and business owners.

Born and raised in North Minneapolis, Johnson upon receiving the award, told the audience that being a former northsider he has a vested interest in West Broadway becoming the popular shopping avenue it used to be.

The Business of the Year award was presented to the new Cub Foods located at 701 West Broadway. Store Director Ed Anderson accepted the award on behalf of all of his employees.

Minnesota. If you would like to participate you can call 612-604-1258 or go to www.specialolympicsminnesota.org for more information.



The Police Unity Tour is getting ready for its annual bike ride (May 10 - 12). The ride raises money for the National Law Enforcement Memorial and is its single largest sponsor. Team Minnesota consists of 25 members from departments around the state. The ride is 250 miles starting in Chesapeake, VA and ending in Washington DC. Team Minnesota is dedicating this year’s ride to the following Minnesota officers killed in the line of duty in 2005; **Sgt. Jerry Vick**, **Off. Peter Resch**, and **Off. Shawn Silvera**. To support the effort, contact **Sgt. Rick Doll** at the Park Police or **Off. Lynn Cronquist** at Fifth precinct.

Sgt. Danny May
MPD Canine unit

January 19, 2006

Chief William P. McManus,

When I began my career with the Minneapolis Police Department in January of 1989, I could not have imagined being caught up in a firestorm of controversy surrounding the incident on December 1, 1990. This has followed me for the last fifteen years.

At the time, the case was exhaustively investigated by multiple independent agencies. They all reached the same conclusion and cleared me of any wrongdoing. I have tried to move past this, but the refusal of some people to accept the facts and findings of the case is frustrating.

The physical medal itself is insignificant to me and, therefore I have returned it. While I did not seek the acknowledgement from the first or the second awards committee, it means a lot to have received validation from them and my police colleagues. Their sentiment cannot be given back or taken away.

An opportunity to understand the awards process and the circumstances under which I was given the Medal of Valor has been ignored. I truly believe that there was never an intention on anyone's part to ignite the community or open old wounds.

Once again, this has adversely affected me and my family and has been a distraction to the police department. I hope that my decision to return the medal can put this matter to rest so that I, and everyone involved, can move forward.

Sincerely,



Sgt. Danny May

REMINDERS:

ROLL CALL WANTS TO HEAR FROM YOU

Your newsletter editors welcome your questions, comments and story ideas.* Call the Federation office or send an e-mail to: rollcall@mpdfederation.com

*Note: Because of space constraints, correspondences may be edited for content.



CHAPLAINS AVAILABLE 24/7

To contact a chaplain:

On call Chaplain 11:	612.290.0495
Chaplain 12, Rev. Dr. Jeff Stewart	612.490.2946
Chaplain 13, Rev. Terry Hayes	612.490.3128
Chaplain Office City Hall RM 212	612.673.3421



Sgt. Rick Doll (MPPD) and Officer Lynn Unke mug for a photo with one of 21 families "adopted" for the holidays by MPD. All the families are law enforcement families and all have been profoundly affected by Hurrican Katrina's devastation (see article, pg 4).

Address
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ROLL CALL

FEDERATION STORE FEATURED ITEMS



Clockwise from top left: **Navy Hooded Sweatshirt \$45.00**; **Black PD Long Sleeve T-Shirt \$25.00**; **Ladies' Johnny Collar Shirts** (available in French blue or red) **CLEARANCE \$24.00**; **Sledgehammer Jacket** (available in blue or tan) **CLEARANCE \$50.00** (limited sizes available); **Frosted Mugs \$15.**

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