

# THE ROLL CALL

Bi-Monthly Newsletter of the Police Officers' Federation of Minneapolis \* Volume V \* Issue III \* June 2005



## 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.**



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## LEMA LENDS SUPPORT IN TIMES OF NEED

by Pat Nelson

The Minnesota Law Enforcement Memorial Association (LEMA) is an organization that almost all law enforcement officers have had contact with, but many do not realize their significance. LEMA was created to help law enforcement survivors, agencies and officers recognize the ultimate sacrifice that has been made to our community. LEMA provides support logistically, financially and emotionally to everyone involved.

The most important role of LEMA is to support survivors of officers who have been killed in the line of duty. Many times, after the funeral is done, survivors are overwhelmed and they don't understand all the resources that are available for them. LEMA also takes a lead role in providing information and help to those survivors to arrange for benefits, funeral arrangements and ceremony arrangements. It is a devastating time when a law enforcement officer is killed and LEMA is there to help the family first.

LEMA also makes sure that when officers die in the line of duty that their memory is never forgotten. LEMA hosts an ecumenical service everywhere honoring all Minnesota officers who have been killed in the line of duty. Different departments and religious facilities host the service each year. The service also moves around the state since LEMA is a statewide organization and is held the first Sunday of May. This past service on May 1 was hosted by the Willmar Police Department and the Kandiyohi Sheriff Department.

Along with the ecumenical service, LEMA holds a survivor event every year. Last year, LEMA hosted an event in conjunction with the Hollidazzle parade with food from Dulano's. Other events have included Twins' games in the summer. This allows survivors to get together to network, heal and remember.

One of the most visible parts of LEMA is the LEMA Honor Guard. The Honor Guard is made up of volunteer officers from various departments across Minnesota. These officers give their time to perform in a professional manner and you will see them at every law enforcement funeral in the state. The LEMA Honor Guard plays many roles, from the main honor guard to supporting roles, such as the functions performed at the cemetery. Many of the Honor Guard members have trained with the Old Guard out at Arlington Cemetery in Washington, D.C. The Honor Guard also holds a camp every year to help train honor guards from across the state and the nation.

LEMA hosts the police week events that take place here in Minnesota. The standing of the guard at the

state memorial is coordinated and supported by LEMA. This event is held every year on National Peace Officers Day (May 15). LEMA tries to get officers from various agencies to stand in intervals to remember the fallen officers from dawn to the candlelight vigil. The candlelight vigil is always held on May 15 at the state memorial.

LEMA also holds a golf tournament every year. LEMA is a not for profit organization and the golf tournament is a big fundraiser. This year the golf tournament is June 10th.

LEMA created the peace officer memorial on the capitol grounds. The original statute was at the airport for a long time and through fundraising, LEMA was able to bring it to the capitol and create a memorial around it. The memorial is a perfect example of LEMA's mission to make sure no one ever forgets the ultimate sacrifice that these officers made.

LEMA also does continuous research to ensure that all officers are recognized for their sacrifice. Just in the past year, LEMA added three officers to the history for their sacrifice. Their families and departments were at the ecumenical service to acknowledge this achievement.

LEMA is a great organization, one I grew up with (unfortunately) and one I happy to be a board member of. LEMA is truly an organization that has no political leanings and strives to take care of the law enforcement community at all times. If you have any further questions, I would be happy to answer them and I hope to see you at LEMA events. Officer Scott Dahlquist routinely sends out e-mails about up-coming events, and if he doesn't I will. Please take the time to read the e-mail and consider participating in remembering our fallen law enforcement officers.



## MESSAGE FROM PRESIDENT SGT. JOHN DELMONICO

It has been a busy spring at the Federation office. We are on track to have a record number of grievances filed this year. We have over 20 already for the year. You have to ask why? Some will say there are more problems; some will say because there are more IAD investigators, some will say its CRA. I will say it's none of them. For years, when we were arresting record numbers of people, the complaints against officers actually went down. The statistics were significant which said to me we were out doing aggressive professional police work, and our results showed it. We had a CRA and an IAD during these times. What went wrong? City leaders and new police leaders didn't agree with the facts so they changed the way things got done. They created a totally dysfunctional CRA. They wanted to base their productivity on the number of sustained complaints. That would be like saying the best doctor is the one who had the most number of sick patients. Internally, we have seen discipline get increased at every level of the process. Then some people, when the complaint is unfounded, are adding additional charges on so, in my opinion, they will have something to sustain.



How sad is it when excessive use of force complaints are not sustained but then an A violation for ethics, or the "catch-all" code of conduct are added on? I recently went to a hearing and when I asked what the ethics charge was, was told, "there is something there that would fall under the ethics policy, but I am not sure specifically what." Now, this isn't everybody. There are some CRA investigators that take this seriously and do a good job.

What is discipline suppose to be? It's supposed to be to correct bad behavior; not to be punishment. So how hard would it be to have thorough investigations, and then be able to stand up and defend officers when they did nothing wrong? And in the case something wrong was done, try and find an appropriate way to correct the bad behavior?

I know this can be very demoralizing, but I want to assure you we are continuing to aggressively fight for your rights through the labor agreement and the legal avenues we have. We have a great track record of winning most cases. So I want you to know we are there for you and we will continue the fight for a better way.

Keep up the great work you all do every day under some not so great circumstances. We are already starting to see crime rise and its not even summer time. So be safe and keep the faith.

## FEDERATION CHARITIES By Wally Krueger

In 2001 the Board of Directors of the Police Officers Federation of Minneapolis saw the need to form a charitable organization to allow Minneapolis police officers the opportunity to be more involved in helping local charities by raising money to assist them. The charitable organization formed by the Federation Board of Directors is called the Minneapolis Police Federation Charities Inc. and is registered as a 501(c) (3) - an exclusively charitable organization.



The board of directors of the Minneapolis Police Federation Charities Inc. consists of three members of the Police Officers Federation of Minneapolis board of directors, MPD civilian employee Debra Fields and NE Minneapolis business owner Troy Olson.

In 2004 the MPF Charities Inc. held a raffle and gave away a 2004 Harley-Davidson Road King as the grand prize. The raffle was a tremendous success and a profit of nearly \$24,000 was raised. A number of Federation members were involved in the raffle helping to sell tickets and promote the event and their efforts made it a success.

Also in 2004, the MPF Charities made donations to numerous organizations and persons in need. Major donations were also made in the name of the Minneapolis Police Federation Charities to the Special Olympics, the Courage Center and the North Branch YMCA.

In the future the Federation will be looking for members to help in our efforts to assist local charitable organizations.

Thank you to all the members for your generous support of MPFC through your participation in Federation fund raising events.

<http://policecharities.com>

## CLIMBERS FOR CYSTIC FIBROSIS RAISE \$\$



*In April, several MPDers joined several MFDers in climbing the IDS Tower stairs to raise money on behalf of the Cystic Fibrosis Foundation. The Police officers are Cheri Petersen, Ann Martin, Lynn Meuwissen, Mike Kirchen, Ron Reier, Jeff Mercill and Kurt Mencil. Not pictured but ran the steps were John Sullivan and Melissa Banham. The Firefighters are Shanna Hanson, Kelly Block, Steph Johnson, Justin Reid, Linda Sone and Dan Casper. Mayor R.T. Rybak conducted the coin toss. The total raised was over \$80,000.*

# CONTRACT NEGOTIATIONS

By Sherral Schmidt  
Negotiations

have begun on the next Federation contract. The current contract expires in October of this year. Board members are frequently asked questions about the negotiations. Some have said they feel too little information is shared about the negotiating process and the issues we are addressing. When we are in contract negotiations things can change rapidly and a previously resolved issue can change as a result of a decision made on another issue. Furthermore, discussions in the negotiation meetings are, and must remain, confidential.

For the last 2 contracts we have used a process called Interest Based Collective Bargaining. This has been a very effective negotiating technique for the Federation and it is being used in this current round of talks. With this type of negotiating the goal is to satisfy both parties' interests on an issue by coming up with a mutually agreed upon resolution.

The first step of the process is for both sides to come together and develop a process agreement. The agreement addresses meeting times, arrangements, format, and the recording process. It also lists the members for each team and who needs to be present for a quorum. There is also a norms of behavior that is established by both sides.

After the establishment of the process agreement and the norms of behavior, both sides identify their issues for negotiating and their level of interest on those issues. Issues that are closely related are put together before they are prioritized. Once teams identify and explain their interests, they jointly highlight and discuss common interests. An agenda is then determined for the discussion of issues.

When an item is up for discussion, both teams brainstorm options based on the interests that were established earlier. The options are evaluated keeping in



mind the interests and standards for that issue. After discussions on the issue the teams attempt to reach a tentative resolution by consensus. If there is a consensus, a description of the resolution is written up. The written agreement is brought to the team for review and approval. This process is repeated for all of the issues that were brought to the bargaining table. This can be a very time consuming process but, given past results, we feel it is worth the time and effort.

Hopefully the bargaining units can agree on all of the issue, but when this is not the case and issues cannot be resolved, we would then decide if we will go to arbitration with the remaining unresolved issues. At this time the Federation would have informational meetings and give the membership a chance to ask questions and vote on the proposal.

Weekly meetings are set up through July. Your Federation representatives will keep you informed to whatever extent is possible. Despite our seeming reticence, we have your best interests at heart. If you have questions about the process feel free to contact a member of the negotiation team. They are: John Delmonico. Lyall Delany, Sherral Miller, Bob Kroll, Ron Stenerson and Dan Ungurian.

# ELECTION UPDATE

By Lyall Delaney



On Saturday May 14th delegates to the Minneapolis city DFL convention made a loud and clear statement about their support of public safety and their concerns for the direction the city is

headed. With more than double the usual number of delegates in attendance, the incumbent first term DFL Mayor not only failed to receive the endorsement of his party but he could not even get a majority of the delegate vote. After five ballots Mayor Rybak left the convention with only 45% of the vote.

One of the main reasons for the Mayor's lack of support by his own party is the mayor's refusal to address the serious public safety issues facing the city. The Mayor continually asserts that public safety is one of his highest priorities as mayor, yet the mayor has cut the size of our department almost 20% and is planning to cut another 94 officers by 2008.

The Police Officer's Federation of Minneapolis Police Contingency Fund, concerned with the lack of honest dialog about public safety and the city budget, mailed a letter to the delegates highlighting the devastation to our department, the current unprecedented rise in crime, and the future draconian cuts planned by the Mayor. The delegates received this letter the day before the convention causing many delegates to rethink who would receive their support.

The reaction to this mailing was overwhelmingly supportive of our police officers and our issues. We received call after call from delegates who thanked us for bringing these issues to light and expressing their outrage that things have gotten this bad, and that until now, the facts about the serious problems in the city are being swept under the rug.

The blocking of the DFL endorsement has ensured that there will be a race for Mayor, and we will ensure that public safety is the issue that will decide who will win that race.

## PARK BOARD ENDORSEMENTS

The Federation screened candidates for the Minneapolis Park Board commissioner endorsements. Those endorsed are:

- |                       |                 |
|-----------------------|-----------------|
| Walt Dzedzic          | Park District 1 |
| Christine Hansen      | Park District 4 |
| Carol Kummer          | Park District 5 |
| Bob Fine              | Park District 6 |
| Paula Gilbertson      | At Large        |
| John Lilly            | At Large        |
| Mary Merrill Anderson | At Large        |

To date, no candidates for Districts 2 & 3 have been screened.



# PROVIDING STATEMENTS IN INTERNAL INVESTIGATIONS

By Sgt. Bob Kroll

For the past nine years, I have represented officers in providing statements to Internal Affairs and Civilian Review Investigators. I was asked by the editor to provide a guide for officers when giving statements as either the accused officer or witness for internal investigations.



## Notification:

You will receive a letter via inter-office mail, informing you that an Investigator is requesting a statement. The letter instructs you to contact the investigator within five days. Using the case number, pull the case from the system and review it thoroughly.

Whether you will be giving a statement to a Civilian Review Investigator or an Internal Affairs Investigator, you will be provided with a Garrity Warning. The Garrity Warning states that you are compelled to provide a statement as a condition of your employment. The statement can only be used against you in Internal proceedings, and cannot be used against you in criminal cases, except in the case of perjury. For civilian review cases, this warning is sent to you via inter-office mail from a police administrator. For internal affairs cases, the warning is read to you just before providing your statement to the investigator. With IA cases, you are also provided with a Tennessen Warning, which describes data privacy practices that pertain to the statement you are providing.

## Steps to Follow Upon Receiving Notification for Your Statement:

➤ *Familiarize yourself with the case* – If a case number exists in CAPRS, pull up the case and review it thoroughly.

➤ *Contact a Federation Representative* (of your choice) – The best way to do this is by Email. Indicate:

- ♦ the reason for your contact (i.e. an IAD or CRA complaint),
- ♦ your name,
- ♦ your phone number,
- ♦ the best time to reach you.

You may also call the Federation's general number during normal business hours. The Federation Rep will coordinate available times with you for meeting with the investigator.

➤ *Schedule an appointment with the investigator* – Within five days of receiving the letter, contact the investigator to schedule an appointment to give your statement. Federation representation during this appointment is optional. The decision to include a rep may be based on the specifics of the case, your involvement in the case, your experience with similar situations, and/or whether you are the accused or witness officer. If you choose to include a Federation rep, schedule this appointment with the investigator for a date that is available to both you and the rep.

(Note: Prior to your statement, your representative will provide you with an overview of what is to be expected during your statement, along with some "Do's and Don'ts" for answering questions.)

## Tips for Providing Your Statement:

Think of a statement as giving testimony in court or providing a deposition in a lawsuit. All statements are "Q & A's." This means the investigator must ask you a specific question, and you provide an answer to that question. The goal is to provide complete, clear, concise answers.

➤ Allow the investigator to fully complete their question before responding. Let there be a pause before you respond! This avoids "rapid fire" questions from the Investigator; allows the representative the opportunity to interject, if necessary; and enables you to think about and formulate your response.

➤ Tell the truth. The consequences for lying are often more severe than the actual accused violation.

➤ Give answers that specifically answer only the question asked.

➤ If the question can be answered with a one word response, such as "yes" or "no," let that be your answer.

➤ Do not provide information that is not pertinent to the question.

➤ Do not ramble.

➤ Do not speculate or elaborate. If you truly do not know the answer to a question or do not remember something, answer as such; there is no need to answer by speculation. Once you have sufficiently answered the question, there is no need to expound or elaborate.

➤ Beware of multiple-part questions. Request that these be broken down into single questions.

All statements, whether taken in Civilian Review or Internal Affairs, are tape recorded by the investigator. There have, however, been cases where the recording has failed. *It is recommended that you tape record your statement yourself, or have your Federation rep record it.* If you choose to do this, set your tape recorder immediately next to the recording device of the Investigator's.

## Reviewing and Returning Your Completed Statement:

After your statement is transcribed, it will be mailed to you to review, sign, and return. If you have your own recording, it will assist you greatly in reviewing the transcribed statement for accuracy. Each page requires your initials, and the final page requires your signature. There is no need to have a Federation representative review your statement for accuracy. Statements you made will remain; your statement cannot be changed at this time. If, however, you find discrepancies or inaccuracies in the transcription, make corrections with a red pen, initial them, and return the statement with the corrections. After reviewing and signing, return the statement to the Investigator via inter-office mail.

Stay tuned for upcoming issues of ***THE ROLL CALL***, where the discipline process, and the grievance process will be addressed.

## FEDERATION GOLF TOURNAMENT: IT'S NOT TOO LATE

The annual Federation tournament is, once again, taking place at the Majestic Oaks Golf Course - Hwy 65 North and Bunker Lake Blvd.

**Cost:** \$95.00 per person (\$380.00/foursome) includes lunch, range balls, golfing, cart, beverages on the course, and steak dinner after golf. Excellent door prizes and a gift to each golfer.

**Format:** FOUR person scramble, two carts per foursome. We will be using

both the Platinum and Gold courses and we will award prizes for first and second place on both courses. Prizes will also be awarded for the Men's and Women's Long Drive, closest to the pin and longest putts on each course.

**Lunch and Registration:** Begins at 11:30 A.M.

**Shot-Gun Start:** 1:00 P.M.

Registration will be on a first come, first served basis and will be accepted

when accompanied with the full amount of the registration fee (\$380.00).

Non-golfers wishing to attend the lunch may do so for a cost of \$13.00 or they may attend the dinner for \$27.00.

If you have any questions please contact Tournament Chairperson Sherral Miller-Schmidt at the Federation office at (612)788-8444 or email me at director3@mpdfederation.com.

## FEDERATION GOLF TOURNAMENT REGISTRATION FORM

Minneapolis Police  
Federation Golf Tournament  
Friday June 24, 2005 (1:00pm-shotgun start)  
Majestic Oaks Golf Course  
Hwy. 65 And Bunker Lake Blvd.  
763.755.2140

*Foursome--Please fill out completely and mail or bring to the Federation Office at 1811 University Avenue NE, Mpls. MN 55418*

Name	Address/Work Location	Phone #(s)	E-mail

**Please check your Course Preference below:**

*GOLD Course* \_\_\_\_\_ (Par 72....6396 yards)

*PLATINUM Course* \_\_\_\_\_ (Par 72....7013 yards)

Make checks payable to the Police Officers Federation of Minneapolis (or POFM). Registration forms are available at the Federation office. Registration will be on a first come, first served basis and will be accepted when accompanied with the full amount of the registration fee (\$380.00).

If you have any questions please contact me at the Federation office at 612.788.0696 - or - e-mail Sherral at director3@mpdfederation.com

Address  
Label  
Goes  
Here

Police Officers Federation of Minneapolis  
1811 University Avenue NE  
Minneapolis MN 55418

## THE ROLL CALL

### FEDERATION STORE FEATURED ITEM

Silver Challenge Coin (approximate size shown)



Regular price \$35  
Reduced price \$25

**Just Arrived!**  
women's apparel... sleeveless polo shirts, t-shirt/tunic type shirt, yoga-type sweatpants and matching shirt.



**And coming soon...**  
men's baseball jerseys (sample shown) & drink glasses!



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#### THE ROLL CALL

#### WANTS TO HEAR FROM YOU

Your newsletter editors welcome your questions, comments and story ideas.\* Send an e-mail to:

[rollicall@mpdfederation.com](mailto:rollicall@mpdfederation.com)

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

