



# ROLL CALL

Bi-Monthly Newsletter of the Police Officers' Federation of Minneapolis  
Volume VI \* Issue V \* October 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":

Stair Climb Challenge for National Kidney Foundation

Federation Blow Out Sale

Raffle Winners

Golf Tournament Acknowledgments

Good Works

## NEW COLLECTIVE BARGAINING AGREEMENT

**October 15, 2005 - October 14, 2008**

Recently the new contract was presented to the membership for approval. The proposal was approved by over 70% of those that voted. Below is a summary of the presentation that was presented to those that voted. On October 6th, the council voted to ratify the contract.

### Terms of Agreement

- ♥ Three Years
- ♥ October 15, 2005 to October 14, 2008
- Base Wages - All ranks
- ♥ 10/15/05 -- 1.8% Across the Board
- ♥ 10/15/06 -- 1.9% Across the Board
- ♥ 10/15/07 -- 1.9% Across the Board
- ♥ 1/1/08
  - Market adjustment to top 1/3 of metro comparison group (increases rank from 10th to 9th); and
  - Eliminate step 1 of the Patrol Officer Schedule (implemented after market adjustment is calculated).

### Market Adjustment

- ♥ Based on career earnings (aggregate compensation over 30 years).
- ♥ In 2008, career earnings for comparison group calculated as of July 1, 2008.
- ♥ Comparison complete when St. Paul and 70% of Staton 5 group (suburbs over 25,000) have settled.
- ♥ Average increase assumed for suburbs not yet settled.
- ♥ After actual settlements and average applied, comparison group is ranked.
- ♥ Then amount necessary to put Minneapolis at 9th place is calculated.
- ♥ Adjustment is made retroactive to 1/1/2008.

### Performance Pay

- ♥ No change in formula.
- ♥ 2% for Sergeants and Patrol Officers who have completed 7 years of service.
- ♥ 1% for Patrol Officers who have less than 7 full years of service.

### Longevity Pay

- ♥ Increases with other wage adjustments including market adjustment.

### Shift Differential

- ♥ Increases by wage increases including market adjustment.
- ♥ 10/15/05 – Increase by 1.8% (\$1.09).
- ♥ 10/15/06 – Increase by 1.9% (\$1.11).
- ♥ 10/15/07 – Increase by 1.9% (\$1.13).

### Health Insurance

- ♥ Retains split between employer and employee on premium increases (82.5% - City; 17.5% - employee).
- ♥ Retains partnership with City to fight insurance companies.
- ♥ Currently in bidding process for 2007 and beyond.

### Step Progression

- ♥ Wage increases become effective on the first day of the pay period in which the employee's anniversary occurs.

## NON-ECONOMIC ITEMS

### Grievance Procedure

- ♥ Assistant chief substituted for bureau head in grievance process.
- ♥ Federation allowed additional reps to attend arbitration hearings (at no cost to City) Personnel Records.

## MESSAGE FROM THE "PREZ"



Let's see there are 13 council members and approximately 800 police officers. In the last five years three council members have been convicted in federal court for bribery and extortion, and yet not one police officer has been convicted of anything in federal court.

Pretty good odds, but if you listen to certain council members, they can't say enough bad things about the police. If you believed any of their lies you would think we are worse than the city council. And not once have I seen *any* comments from any city council members criticizing their colleagues for what they did and wanting them held accountable. Can you imagine if that was a police officer? Some council members couldn't wait to hang us out to dry.

In 2005, there were approximately 500,000 calls for service and only 79 internal affairs cases were open. I really can't count the civilian review complaints; it's hard to count cases when so many are just plain crap. A cop points a cell phone at a person giving him the finger and gets a sustained harassment charge! How many of these cases are the second or third time something has been investigated? If someone isn't happy with IAD, the post board, civil rights etc, all they have to do is go to CRA. They will take any complaint and look at them over and over again; for example, in the Potter case Jeff Jindra gave eight different statements to eight different entities, and they still couldn't find that he did anything wrong. Now let's talk expenses. How much money do you think the city spends on duplication of services? I had always thought they talked about streamlining government.

For the record, I am not opposed to legitimate and fair civilian oversight because we have nothing to hide about how we do our job. I just wish - instead of going through the third CRA restructure in the last 10 - 15 years (and you know they won't get it right this time either) - that just one council member would show some leadership and do it right, once and for all. In St. Paul they have what most cities in the country are moving toward - a civilian oversight group. They actually review cases in more depth than ours. The police, the citizens and even the city council all agree it works well. And the chief in St. Paul actually makes the final decision, unlike here where some would have the CRA making it. Isn't that the chief's job?

I would like to thank Council Member Don Samuels for his letter to the Star Tribune on 8/19/06. It's nice to see at least one council member is willing to be truthful. It's time the city leaders make some tough decisions. You do want us to do our jobs. Are you **really** willing to support us? You can do aggressive proactive police work without violating anybody's rights, or not. I wish someone would let us know...soon.

- ♥ Chief is "responsible authority" under Data Practices Act for all personnel records maintained by City.

- ♥ Disputes regarding personnel records may be resolved by Chief pursuant to grievance procedure.

### Discipline

- ♥ Recognizes transfer as form of discipline.

- ♥ Makes disciplinary transfers grievable.

### Hours and Scheduling

- ♥ Incorporates STOP into bidding process (bid by specialty area and seniority in rank).

- ♥ New employees must serve 24 months on street with at least 12 on nights (was only 1 year previously).

- ♥ Incorporates 12-hour shift language into contract for mutually agreed units.

- ♥ Allows Pct Commander to assign up to 20% of Eligible Bidders to Directed Patrol or Beat assignments prior to bid.

- ♥ After change in assignment during year, shift differential terminates after 60 days if no longer eligible.

- ♥ Corporal references deleted.

### Voluntary Details

- ♥ Defines as additional duties such as CIT, Honor Guard, FTO, etc.).

- ♥ Establishes absolute right to leave within 12 months after notice to Administration provided minimum service requirement satisfied.

- ♥ Reaffirms right of Administration to remove employee, but employee may demand notice of reason for removal.

### Comp Time

- ♥ Grievance settlement agreement on use of comp time and reduction of time banks incorporated into Labor Agreement.

- ♥ Reminders on Comp Time Bank.

- ♥ City shall cash out based on hours in bank as of last day of first payroll period in November.

- ♥ Payment made before last payroll check for calendar year.

- ♥ Payment at rate in effect on date of payment.

- ♥ Once bank reaches 60 hours, Employer has discretion as to whether future OT in cash or comp.

### Vacation

- ♥ Maximum vacation bank increased from 280 to 400 hours.

- ♥ Vacation credit pay election limited to specific number of hours to be earned in upcoming year. Once elected, such hours must be paid in cash and may not be taken as time off.

### Funeral Leave

- ♥ Distinction among relatives eliminated so all leave is for 3 days.

### Physical Fitness

- ♥ Department may renew testing upon 90 days advance notice.

- ♥ May be excused on date schedule, if on vacation or if not able to perform per supervisor or City doctor.

- ♥ Incentive no longer linked to results, merely to taking test.

- ♥ Consequences for not attaining goals or not using health club eliminated.

- ♥ Employee may request to relinquish health club membership and receive \$100.

- ♥ May be reinstated upon request and reimbursement of \$100.

- ♥ May workout on duty if authorized by Chief or his/her designee.

## Administrative Leave

### ♥ Critical incidents

Involved officer

- Leave may not be less than 3 days
- Leave may not be more than 7 days unless

requested by officer.

Witness Officer

- Leave is up to 3 days at discretion of Chief.
- Upon return from leave, employee will return to

bid assignment in own precinct and shift and normal duties (for non-bid employees, return to previous work assignment and schedule).

- Upon return from leave may return to off-duty jobs and buy-back.

### ♥ Pending Investigation

- May be placed on leave for allegations that would likely result in termination.

- Leave may not exceed 30 days without agreement of Federation (but no limitation when leave results from criminal investigation for off-duty conduct.)

- Upon return, if no or lesser discipline returned to bid assignment and normal duties; and if non-bid assignment or severe discipline employee returns to any duties commensurate with rank.

### ♥ Off-duty Jobs

- Cannot work uniformed off-duty jobs while on admin leave.

- May work non-uniform jobs at discretion of Chief.

## Critical Incidents

### ♥ Incorporates certain protections from prior policy

- Compelled statement defined as a statement whether written or oral given upon order of a supervisor or pursuant to policy if failure to make report could result in discipline (includes police reports)

- Officers shall not be asked talk to anyone about incident except:

- To provide details to secure the scene
- To facilitate commencement of investigation
- Apprehend suspects
- Allow for officer or public safety at the scene
- Consult with legal counsel
- Right to consult with legal counsel before statement

### ♥ Incorporates certain protections from prior policy

- Voluntary statements may be oral or written at discretion of officer

- Prepare police report as soon as practical unless relieved of obligation by ranking investigator or Chief

- Officer shall provide firearm for inspection and shall be given a replacement firearm

- Involved officer shall meet with psychiatric professional and witness officers shall attend debriefing

- Necessary meetings with legal counsel shall be compensable time.

## Sick Leave

♥ Time limitation on care for dependent (child, parent or spouse) eliminated

♥ Threshold for City to request sick slip raised to 5 consecutive days of absence

Fitness for Duty Testing

♥ Panel of "tie-breaker" shrinks established

♥ Employee must pick from panel within reasonable time

♥ Arbitrator's role limited to fact finding as to grounds for referral to exam

## Civil Service Rules

♥ Probationary period defined to include only time worked

♥ If employee is on detail during anniversary date, 5% promotional pay rule is recalculated based on new step rate for employee's permanent job title

## Investigative Duties

♥ Exclusive Sergeant duties defined

- Provides that Patrol Officers may (at direction of supervisor):

- Follow, search for or detain suspects
- Conduct surveillance
- Assist in execution of warrants under supervision of Sgt.
- Listen on wiretaps
- Canvass crime scene area to locate and identify evidence, witnesses or suspects.

♥ Positions to be filled only by Sergeants:

- Narcotics "day case"
- DEA
- Weapons Unit
- JTTF.

♥ Non-supervisory positions which may be filled by Patrol Officers:

- Fugitive Task Force
- VCAT
- VOTF
- ISAC
- Gang Strike Force (2 officers for each Sgt. or Lt.).

♥ Narcotics Unit – officers assigned to unit may perform following with regard to narcotics investigations:

- Take statements
- Present cases to prosecutors for charging
- Appear as "affiant" on warrants with approval of Sgt.

♥ CRT – officers assigned to CRT may perform same functions as Narcotics Unit officers when working on a narcotics investigation.

## Recognition Clause

♥ Assistant Chief position not in bargaining unit.

## "To Do" Items

♥ Bi-weekly contribution of \$25 to VEBA rather than MSRS Plan

♥ Lateral hire process (codify existing practice)

♥ Attorneys for Federation members (review panel and reimbursement process)

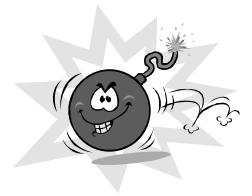
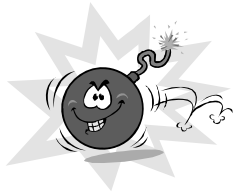
♥ Uniform process for subpoenas and court notices

# Inventory Blowout Sale!!!!

October 26th 8am – 10pm

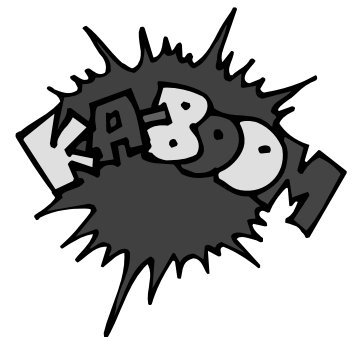
October 27th 7am – 2pm

*The following items have all been marked down from their original prices:*



- White Golf Towel - orig. \$10, sale \$6
- 3 Functional Pocket Knife – orig. \$4, sale \$3
- MPD Throw Blanket – orig. \$32, sale \$26
- Navy/Green Fleece Blanket – orig. \$24, sale \$16
- MPD Golf Balls – orig. \$5, sale \$4
- MPD Captain's Chair – orig. \$25, sale \$20
- Badge & Patch Keychains – orig. \$4, sale \$2
- Pink Baby Blanket – orig. \$16, sale \$12
- Baby Sleepers & Buntings – orig. \$22, sale \$10
- 16oz Tumblers w/ City of Lakes logo – orig. \$8, sale \$5
- Navy PD Hat – orig. \$15, sale \$10
- Navy/Khaki & White/Navy Polo Shirts – orig. \$30, sale \$25
- Ladies' Red & French Blue Polo Shirts – orig. \$28, sale \$20
- Ladies' White & Faded Blue Sleeveless Polo Shirts – orig. \$30, sale \$24
- Fleece Lined Denim Shirt – orig. \$35, sale \$28
- Ladies' Blue/White  $\frac{3}{4}$  Sleeve Shirt – orig. \$20, sale \$15
- Ladies' Yellow and Baby Blue V-Neck Shirts – orig. \$28, sale \$22
- Bluestone & White T-Shirts – orig. \$16, sale \$10
- Navy 2-Toned Windshirt – orig. \$40, sale \$30
- Kids' Baseball Jersey – orig. \$35, sale \$28
- Adults' Baseball Jersey – orig. \$45, sale \$30
- Ladies' Blue Polar Fleece Jackets – orig. \$40, sale \$30
- Ladies' Yellow & Navy Angel Fleece Shirts – orig. \$30, sale \$22
- Old Style Windpants – orig. \$25, sale \$19
- New Style Windpants – orig. \$25, sale \$22
- Ladies' Straight Leg Fleece Pants – orig. \$30, sale \$23
- Blue & Tan "Carhart-type" Jackets – orig. \$55, sale \$40
- Navy/Cream 3-Season Jackets – orig. \$55, sale \$40

*Other specials include:*  
Blue Ceramic Mug – 2 for \$20  
Frosted Steins – 2 for \$20



# 2006 POFM GOLF TOURNAMENT

Our 2006 Police Officers Federation of Minneapolis Golf Tournament was a great success! Nearly 200 officers, retired officers, and their guests enjoyed a terrific day of golf and camaraderie. We would like to express thanks to all the businesses that either sponsored a hole or donated prizes to the golf tournament. Without their support, we would have been unable to make the tournament a success. We ask that you support the businesses that have generously contributed to our golf tournament!

A special thanks to **R.F. Moeller Jeweler** for their generous gift certificate that they donated for our golf tournament, **Bank Card Depot** for sponsoring a Hole in One, and Inventory Trading Company for their large donation of merchandise and apparel!

We would like to thank the following individuals and companies for sponsoring a hole at the Police Federation Golf Tournament:

**4th Street Saloon**  
**Bank Card Depot**  
**City County Federal Credit Union**  
**Emily's Lebanese Delicatessen**  
**J.J. Taylor**  
**Lupient Automotive Group**  
**Minneapolis Police Relief Association**  
**Northeast Bank**  
**Ukrainian Event Center**  
**Wrecker Services**

**Alary's Bar**  
**Bob Johnson**  
**Collins, Buckley, Sauntry & Haugh**  
**Frederic Bruno & Associates**  
**Jensen, Bell, Converse & Erickson**  
**Midwest Publishing, Inc.**  
**North Memorial Hospital**  
**Rice, Michels & Walther**  
**Uptown Bar & Café**

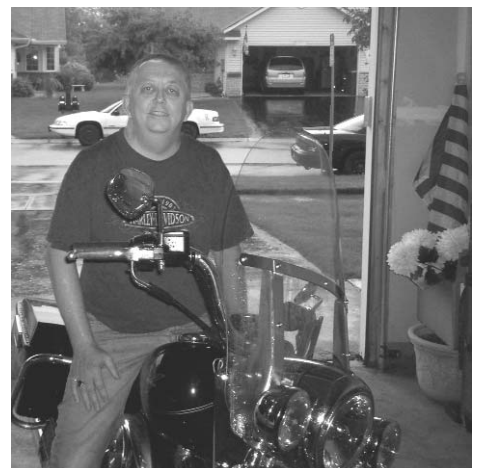
The following businesses also provided prizes for the tournament:

Bachmann's, Bank Card Depot, Bellanotte, Caribou Coffee, Chipotle, Dave Rivers, Daytona Golf Club, Elsie's, Gameworks, Grand Casino Mille Lacs, Hard Rock Café, Haskell's, Hyatt Regency, Ike's Food & Cocktails, Inventory Trading Company, Jax Café, Kozy's Steaks & Seafood, Maxwell's American Café, McCormick & Schmicks, Minnesota Swarm, Minnesota Twins, Mystic Lake Resort & Casino, R.F. Moeller Jeweler, Saint Paul Saints, Shaw's Bar & Grill, Sweet Lorraine's, Tanner's Brook Golf Club, The Times Bar & Café, and Treasure Island Resort & Casino.

## 2006 MOTORCYCLE RAFFLE RESULTS

The 2006 Minneapolis Police Federation Charities, Inc. motorcycle raffle was a huge success! We sold a total of 1,585 raffle tickets and raised over \$11,000 for charity. Thank you to all of the cops who helped sell raffle tickets and to everyone who purchased a ticket to support Minneapolis Police Federation Charities, Inc.! The grand prize winner of the 2006 Harley-Davidson Road King was John Vaughn of Prior Lake, MN (seen at right). The winners of the cash prizes were:

<b>2nd Place: Jeff Graham \$1,000</b>	<b>3rd Place: Susan Hemphill \$750</b>
<b>4th Place: Ken Anderson \$500</b>	<b>5th Place: Noe Coronado \$250</b>
<b>6th Place: Dana Enger \$100</b>	<b>7th Place: Karen Knoblock \$100</b>



# MPD DOES GOOD WORKS

By Mike Kirchen



On Saturday, October 14th from 9 AM - noon, at Midway Stadium, the National Kidney Foundation hosted the first organized fundraising walk in the state. In addition, Officer Ron Reier assisted the Kidney Foundation in putting on its first ever "First Responders Stair Climb Challenge." Walkers and climbers helped raise over \$260,000 for patients and professional programs of the foundation.

Nine teams challenged each other on the steps of the stadium, including an MPD team and Minneapolis Law Enforcement Explorers. Emergency vehicles were on display for the kids. It was a fun family event.

And on Monday, October 9th, MPD took part in a Cystic Fibrosis fund raiser at the Prom Center in Oakdale. It was a huge event that included a dinner, silent auction and a live auction. Part of the live auction included a bidding war between a Minneapolis ride-along and a St. Paul ride-along. This was a formal event and there were about 500 people in attendance. All the money raised at this event went to research in finding a cure for cystic fibrosis.

Officer Cortez Hull presented the St. Paul ride-along package and Officer Mark Klukow and Officer Michael Kirchen presented the Minneapolis ride-along package. Each department was on stage presenting their respective package while the auction bidding was going on. Thanks to Murray's for the certificate, the Marriott Hotel for the room, Sherman Patterson and Erasmus James of the Minnesota Vikings, Minnesota Supreme Court Justice Allan Page and Bob Goedderz & the Timberwolves, the Minneapolis Police ride-along won the auction with a bid of \$1300 and the St. Paul ride-along netted \$900.



## FEDERATION STORE FEATURED ITEMS



Baby Onesie. Available in blue, pink & yellow. \$16.00.



Sky Blue Water bottle. \$8.00.



Stainless steel travel mug. \$12.00.

## POLICE FEDERATION DIRECTORY

- John Delmonico, President** (612) 788-0646  
*president@mpdfederation.com*
- Bob Kroll, Vice Pres.** (612) 788-0655  
*vp@mpdfederation.com*
- Bruce Jensen, Secretary** (612) 788-0656  
*secretary@mpdfederation.com*
- Lyll Delaney, Treasurer** (612) 788-0668  
*treasurer@mpdfederation.com*
- Ron Stenerson, Director** (612) 788-1189  
*director1@mpdfederation.com*
- Jeff Jindra, Director** (612) 788-1279  
*director2@mpdfederation.com*
- Sherral Schmidt, Director** (612) 788-0696  
*director3@mpdfederation.com*
- Wally Krueger, Director** (612) 788-1485  
*director4@mpdfederation.com*
- Dan Ungurian, Director** (612) 788-1638  
*director5@mpdfederation.com*
- Joe McGinness, Director** (952) 808-5662  
*parkrep@mpdfederation.com*
- Emily Ewald, Exec. Asst.** (612) 788-8444  
*eewald@mpdfederation.com*
- Deb Fields, Roll Call Editor** (612) 788-8444  
*dfields@mpdfederation.com*