



ROLL CALL

Spring 2008

Federation Fights to Restore Disability Benefits for Police and Fire PERA Members

By: Lyall Delaney

In 2007, the Minnesota Legislature passed legislation that dramatically reduced the disability pension benefits payable under the Police and Fire PERA fund. The legislation is particularly harsh with regard to older officers who are hurt in the line of duty.

The legislation resulted in the following changes to benefits:

•The definition of “duty disability” was changed from any injury or illness suffered while on duty to one that occurs while performing job-related duties “that reflect inherent dangers” of police work. This will significantly limit the situations that will qualify for the favorable duty disability treatment and raises the potential for employers and PERA to challenge more disability claims.

•Duty disability benefits are now capped at 60% of the officer’s high-five average salary, unless the officer is found to be totally and permanently disabled (which means the officer is unable to perform any gainful employment). Previously, additional benefits continued to accrue for officers with 20 or more years of service.

•The new law prevents officers who become disabled after age 55 and who have 20 years of service from being eligible for a disability benefit. Instead, these officers would be forced to take the retirement annuity. Since duty disability benefits are not taxable, this would have a significant financial impact on most officers injured after age 55.

•Disability benefits are now limited for officers who become disabled after age 55 but with less than 20 years of service. The disability benefits will automatically convert to a retirement annuity after five years (60 months).

•Non-duty disability benefits are now at capped at 45% of the officer’s high-five average. This limits benefits previously payable to officers who became disabled after accruing more than 15 years of service.

•For all disabilities occurring before an officer’s 55th birthday, disability benefits are now payable only until an officer turns 55 and then are automatically converted to a retirement annuity. Previously, there was no automatic conversion. This has a significant financial impact on officers injured prior to age 55 by limiting the number of years for which the favorable tax treatment of a disability benefit is available.

•Disability benefits are prohibited for disabilities arising from the use of illegal drugs.

• The service requirement for survivor benefits for non-duty disabilities has increased from one year to three years.

In addition to reducing disability benefits, the bill also proposes to change survivor annuity benefits and the early retirement penalty as follows:

• The legislation created the same “inherent risk” test for duty deaths thereby limiting situations that will qualify for a line-of-duty death benefit. Also, the prior language treating active military service as “line of duty” for purposes of the survivor annuity was eliminated. To offset the limitations on qualifying events, the line of

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Message from the President

By: John Delmonico

Pay and contract matters



As you know, we have a contract pay raise effective Jan. 1, 2008. When the amount of the increase is determined — no later than July 2008, it will be retroactive to

the first of the year. The amount of the increase will be determined by comparing it those of 25 metro-area cities and the City of St. Paul.

We are gathering the collective bargaining agreements of these cities as they settle their contracts. When we have St. Paul's and at least 70 percent of the others, we can begin to determine the average amounts of pay increases. Per our collective bargaining agreement, Minneapolis can rank no worse than ninth among the others in the comparison group. (See Contract Update article)

The current contract expires on Oct. 15, 2008. We hope the city will join us at the bargaining table soon. Chief of Police Tim Dolan has said he would like to settle the contract before September.

We will keep you informed of progress on the pay raise and contract negotiations.

When we have St. Paul's and at least 70 percent of the others, we can begin to determine the average amounts of pay increases.

We are actively engaged in making our concerns known and attempting to have our needs met.

Republican National Convention preparation

We're preparing for the Republican National Convention (RNC), which is the first week of September. Minneapolis/St. Paul will be in the national spotlight. Estimates for the number of protesters range from 60,000 to over 100,000; in addition to the 45,000 delegates, party officials, volunteers, media and guests. Many of the dozens of national groups planning to protest are well organized and are recruiting additional members.

Emotions will be high, and the rhetoric is charged. You only need to do an Internet search of organized groups and media coverage to understand the heightened sentiments:

- A unique opportunity to step onto the stage of history — the whole world will be watching
- We are building a broad nationwide mobilization that will change the 2008 RNC
- We pledge to do everything in our power to mobilize the largest possible anti-war and progressive manifestation in Minneapolis
- "It is essential that this meeting of war criminals not be allowed to take place without the strongest possible mobilization of the people."
("Why we are marching on the RNC," Party for Socialism and Liberation Feb. 19, 2008)
- We must take to the streets of St. Paul to raise our voices
- St. Paul police are trying to infiltrate and spy on groups that plan to protest
- We oppose attempts by police officials to forbid protests the Xcel Center

- The city intends to curtail our right to protest and to confine us to a single route and place to gather — unacceptable; they are talking about glorified protest pens
- St. Paul police recently ordered 230 additional taser weapons — enough for every officer on the force
- Having a permit is crucial for our ability to organize a national anti-war demonstration that will draw tens of thousands; we have the right to protest the war within sight and sound of the Xcel Center, and we expect a permit to guarantee that right
- We will protest with or without a permit

Ensuring safety and some semblance of orderliness will be a challenge. We are charged with ensuring the safety of citizens, convention attendees and protesters. Open, ongoing communication and understanding among the groups is essential. While the Minneapolis police provide the largest force, St. Paul is in the driver's seat for this event. We are actively engaged in making our concerns known and attempting to have our needs met. We've communicated to the city our concerns about adequate training, personnel, equipment, logistics and planning. Keeping our officers safe is a priority.

The protest groups are right — the eyes of the world will be focused on the Twin Cities during a particularly contentious period of political discord. Everyone will benefit if everyone is safe, and that is our priority.



Your Retirement Savings: Making an Even Smarter Decision

By: Tom Hilson

You could have more control over your retirement savings than you think. Sure, the investment market is unpredictable and there is always a certain amount of risk, but investing for your retirement years is still a smart decision.

An even smarter decision may be to take advantage of your cost savings with a 457 deferred compensation plan offered through ICMA-RC. With no administrative fees to bog down your savings, you can save hundreds, maybe even thousands of dollars per year that you can apply toward your retirement nest egg.

The benefits don't stop there. Educational resources and investment offerings from ICMA-RC are in your favor, too. A licensed ICMA-RC Retirement Plans Specialist, Tom Hilson, is available to assist you with questions regarding your 457 plan and your specific retirement savings goals. He can provide you with a personalized retirement benefit illustration and educate you about opportunities for increasing your savings, as well as distribution options. Tom can also tell you more about the funds available in your 457 plan.

ICMA-RC offers a number of investment options for you to beef up your savings. For example, there are the Vantagepoint Model Portfolio Funds and the Vantagepoint Milestone Funds*, which make it easier for you to more systematically save for retirement. With the Model Portfolio Funds, you pick the one that fits your retirement goals, needs, and tolerance for

risks — the rest is done by professional fund managers who allocate the assets, select investments, and rebalance the funds. If you want more help, just pick the Milestone Fund closest to when you want your money and ICMA-RC's professional fund managers will help get you ready for retirement by rebalancing your assets, moving more of your funds from stocks to bonds as you approach your retirement date.

Since we can't predict the market, we should look at other ways to grow our retirement savings — ICMA-RC's 457 deferred compensation plan, with no administrative fees and its investment offerings may be part of the answer.

While you take advantage of your ICMA-RC 457 deferred compensation plan, you may also want to consider ICMA-RC's No-Fee** Vantagepoint IRA and Roth IRA, which are available to you, your spouse, and other members of your family. These IRAs also offer a wide range of fund choices from many fund families.

To learn more about the ICMA-RC deferred compensation plan or the No-Fee Vantagepoint IRA, ask your local representative, Tom Hilson. You may contact Tom at 763-689-9590 or by e-mail at thilson@icmarc.org.

ICMA-RC is an independent, not-for-profit corporation, founded by public employees for public employees. ICMA-RC provides the educational resources and the investment choices you want to assist you in planning for retirement.



*Please be advised that with "Fund of Funds" arrangements, additional underlying fees may apply. Please consult the prospectus for details. **The No-Fee Vantagepoint IRA has a low initial minimum investment of \$1,500, which is waived if funded through the convenience of an automatic investment program.

Vantagepoint Securities are offered through ICMA-RC Services, LLC, member NASD-SIPC. AC: 0607-1475

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Reminder

Please be sure to keep you Federation and Mutual cards up to date!

If you need to change a beneficiary, or are unsure of whom you have designated as your beneficiary, please call the Federation office (612) 788-8444, or stop by the office to fill out new cards.

2008 Cystic Fibrosis Climb For a Cure

By: Officer Mike Kirchen

On February 9th, 2008 eight first responder teams gathered in the IDS Crystal Court to raise money for Cystic Fibrosis. This was the 27th annual "Climb for a Cure" and only the fourth annual Police / Fire challenge. The four regular teams of Minneapolis Police and Fire and St. Paul Police and Fire were joined by the State Patrol, HCMC Paramedics, Secret Service and Bloomington Fire for the best team time up the 53 floors of the IDS Building.

Four years ago, the entire event raised \$85,000 and this year's event took in over \$166,000 for this great cause. Once again all the Minneapolis and St. Paul Officers wore the same t-shirt with Mikayla Polski's picture on the front. Mikayla is the five year old daughter of St. Paul Police Officer Mike Polski and she has cystic fibrosis. Minneapolis Fire, led by team captains Daniel Casper and Linda Sone, fresh off their Empire State Building climb in New York four days earlier, won the challenge for the fourth straight year. Minneapolis Police took second place, but we took first place in fund raising -bringing in just over \$8,000. Honorary team captain Shjon Podein, former winner of Lord Stanley's cup with Colorado, gave the team a motivational pep talk before the climb and also gave a very nice monetary contribution to the team and to Cystic Fibrosis.

This year Minneapolis Police teamed up with the Minneapolis Park Police and had the biggest team in the competition. Chad Berdahl of the Park Police was the top climber for our team and was awarded a very nice trophy at the top for the "Fastest Cop". After our challenge, hundreds of other people came down to climb the steps for this great cause. A big thank you to the Minneapolis and St. Paul Police Federation for their pledge and contribution to Cystic Fibrosis and sharing in the cost to get all the t-shirts.

We started four years ago with Minneapolis Police racing Minneapolis Fire up the stairs with 6 climbers on each team. This year we had eight teams and over 120 Police/Fire climbers. The challenge grows bigger each year and once again Minneapolis Police sent up the largest team of 35 officers. Members of the cystic fibrosis foundation were absolutely amazed at the turnout of police and fire participants. All eight teams raised a huge amount of money for foundation and their fight to find a cure. Next year we have an interest from a team of New York City Fire Fighters and Albuquerque, New Mexico Police Officer to enter the challenge and a verbal commitment from Chief Dolan who's interested in joining the team. Let's shoot for 50 officers on the team next year and once again bring in the most money for Cystic Fibrosis. Thank you to all the climbers this year for their participation and exceptional fund raising.



Working out of class, on both sides of the river

By: Christopher Wachtler, Federation Council

When is a police lieutenant no longer a lieutenant? When he's managing the operations of a division, commanding numerous units, and taking on special assignments as directed by the Chief. In the Minneapolis Police Department, you call him "Captain"

When is a sergeant no longer a sergeant? When she's writing policies that apply to the entire Minneapolis P.D., hiring and firing her own staff, commanding a major area of the Department, and implementing major departmental initiatives at the Chief's direction. That makes her a lieutenant.

And when is an police officer no longer a police officer? In St. Paul, when he's drafting and executing search warrants, signing complaints, performing secondary investigations, interviewing suspects, and completing holdbooks. No question-- that's the work of a sergeant.

City budgets remain tight, and both the Minneapolis and St. Paul Police Departments often have to try to do more with less.

But this does not mean a Department can violate an applicable labor agreement by working members out of class.

Both the St. Paul Police Federation and the Police Officer's Federation of Minneapolis have fought vigorously to defend merit principles and maintain the integrity of the civil service system.

To ensure promotional opportunities for members, St. Paul has aggressively challenged out-of-class assignments, such as "officer investigators", and has fought to make acting sergeants permanent. On the east side of the river, thus far, the City has cooperated with the union to resolve these issues.



In Minneapolis, everyone sees the need for division commanders. But will they be civil service Captains, whose rank and job duties are articulated in the labor agreement, or will they be appointed Inspectors or Deputy Chiefs?

You can guess which the union prefers-- as it has pushed for a Captain's test, to be administered soon, and grieved assignments within some of the Department's largest and most important divisions, currently commanded by Lieutenants.

It is a fact that the slippery slope of out-of-class assignments leads directly to a decrease in performance and professionalism. Ultimately, it becomes a public safety issue, which is what makes the unions' continued tough stance on the issue so important.

Thank You

From: Officer Annoni & Officer Grant

We would like to thank our fellow officers for their care and support. It has given us strength through this difficult time. It has reaffirmed how proud we are to be members of the MPD family. Special thanks go to the Park Police for their unconditional support.

Injured on Duty

Nobody likes to think about getting injured on the job. But the possibility is always there. Let's say you trip over a loose stair at a suspect's residence. Or a perpetrator punches you in the eye during an arrest. Or you crash your patrol car during a pursuit. Or you slip on ice and fall while you're on foot patrol. Or your lovable K-9 partner gets a little too aggressive during training and takes a piece off your finger.

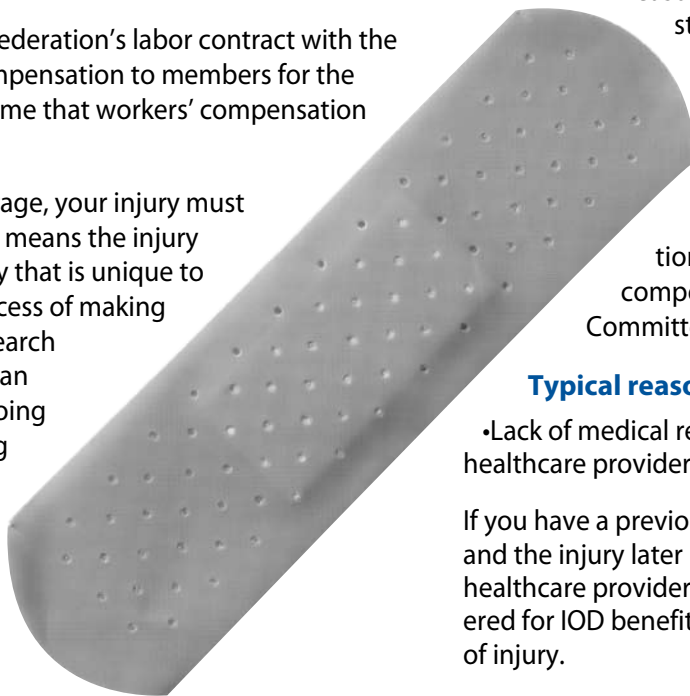
Any of these incidents might make you eligible for the injury-on-duty (IOD) Benefit.

What is IOD?

If you are a city employee injured on the job, work time lost because of the injury is covered by workers' compensation insurance - that is, two-thirds of your work time is covered.

IOD is a benefit of the Federation's labor contract with the city which provides compensation to members for the one-third of lost work time that workers' compensation does not cover.

To qualify for IOD coverage, your injury must be police-specific. That means the injury resulted from an activity that is unique to police work - in the process of making an arrest, executing a search warrant, responding to an emergency situation, doing patrol work or engaging in job-required physical training. Staple your hand to the desk while completing paperwork? Not covered. Slip on ice while walking to your squad car on the way to lunch? Not covered. Not police specific.



What do I do if I am injured on the job?

If you are injured on the job or a previous job-related injury recurs and you want workers' compensation and IOD benefit, you must:

• Seek medical attention.

Your city-authorized healthcare provider will recommend that you:

o **Return to work.** If your city-authorized healthcare provider makes this recommendation and you choose to miss work, your time off is considered sick time.

o **Return to work with limitations.**

o **Miss work for a specific amount of time.**

•Have your supervisor complete a report of injury that explains how the injury occurred. Send the report to Room 100 within 24 hours of the injury. Absence of these reports is the primary reason IOD claims are denied. You must take this step to have your claim considered.

Injury claims are sent to Police Payroll, Room 100, who gathers the necessary paperwork, approvals and medical records. (The City's Worker's Comp unit approves or disapproves claims for worker's compensation benefit.) Claims approved for workers' compensation benefit are then sent to the IOD Committee, which considers them for IOD benefit.

Typical reasons claims are denied for IOD benefit are:

•Lack of medical reports. The officer didn't see a city-authorized healthcare provider for a new or recurring injury.

If you have a previous injury that was approved for IOD benefit and the injury later recurs, you must see your city-authorized healthcare provider again if you want the claim to be reconsidered for IOD benefit. You also need to complete another report of injury.

•Failure to comply with physician recommendations.

•Incident is not related to a police-specific activity, patrol work or required physical training.

IOD Committee members

•Officer Dan Ungurian,
Federation director

•Officer Jeff Jindra,
Federation director

•Officer Sherral Schmidt,
Federation director

•Bertha Gabrish,
MPD Payroll

•Jennifer Rudlong,
Medical Claims Coordinator

For questions about the IOD benefit, contact Officer Dan Ungurian or Jeff Jindra.

Or check the department's Policies and Procedures manual on the city's intranet.

2008 Special Olympics Polar Plunge

A new record was set for the 2008 Special Olympics Polar Plunge on Lake Calhoun! On March 1st, over 540 people took the plunge and approximately \$150,000 was raised for Special Olympics! Team Dani (MPD and friends of the MPD) and Team Matt (Park PD, Park Agents, and friends) raised over \$5,000 each! Additionally, the MPD Recruit Academy raised approximately \$3,000 for this worthy event! It was a beautiful day at Lake Calhoun – 32 degrees and sunny!



Polar Plunge

Contract Update

By: President John Delmonico

Dear Members:

I am writing to inform you of the pending market adjustment wage increase that was part of the compensation package in the 2005-2008 Labor Agreement between the Federation and the City.

As you may recall, the last contract was settled during the time that the City of Minneapolis was operating under a limitation on annual wage increases. This limitation which was in effect from January, 2003 through December 31, 2007, resulted in wage increases for Minneapolis employees that were far less than what employees of other metro area public employers were receiving. In exchange for the Federation accepting the "salary cap" increases for the first two years of the agreement, the City agreed to make an adjustment during the third year of the contract to bring Minneapolis police officers back into the upper third of the comparison group which consists of St. Paul and suburban cities with populations over 25,000.

Pursuant to the terms of the agreement, the parties will gather wage information from the comparison group to determine the career earnings (the cumulative compensation for employees from starting pay through 30 years of service) as of July 1, 2008. The comparison will be considered complete when St. Paul and 70% of the suburbs (18 of the 25 cities) have settled their contracts for 2008 compensation. The City and Federation will then determine the amount of the increase necessary to put the career earnings of Minneapolis patrol officers no less than 9th among the 27 cities in the comparison group. The increase will apply to promoted ranks as well.

Based on our most recent survey of the suburban departments, 11 of the 25 have already settled for 2008. We are in the process of updating our database on the status of negotiations in the remaining 14 cities. As for St. Paul, the St. Paul Police Federation began its negotiations with the City of St. Paul in December. They have not yet reached a settlement.

Because we must wait until a specified number of jurisdictions are settled, we expect that we will not be able to make the final calculations for the market adjustment until June or July. However, the language of the agreement with the City provides that the market adjustment will be retroactive to January 1, 2008; meaning that, if the amount is not determined until July, there will be back-pay to January 1 in the same manner as when a new labor agreement is settled with retroactive wage increases. We will keep you informed as to the progress of the market adjustment process.

If you would like to review the specific details of the agreement with the City on the market adjustment, it is set forth in Attachment C at the back of the 2005-2008 Labor Agreement. The Labor Agreement is posted on the Federation's website at www.mpdfederation.com.

Disability Benefits, cont. from page 1

duty survivor annuity was increased from 50% to 60% of the average salary payable in the six months prior to the time of death.

•The legislation also increased the early retirement penalty from one-tenth (0.1) for each month prior to an officer's 55th birthday to two-tenths (0.2) for each month prior to 55. However, this provision would only apply to new PERA members hired after June 20, 2007 or any former member who is reinstated after that date.

The legislation was proposed by PERA purportedly to address what it claimed to be abuses of disability benefits that contributed to the under-funding of the PERA P&F fund. The Federation, the Police Officers Alliance of Minnesota and their lobbyists worked unsuccessfully to defeat this punitive and unnecessary legislation. Since the legislation passed, police officers and fire fighters have suffered the effects of this legislation and we are now working in this session to

reverse or at least limit the most troublesome impacts of the law.

The reality is that this law was unnecessary. For years PERA has had multiple tools at its disposal to limit or challenge fraudulent or marginal disability claims and has done too little to contest them thereby allowing numerous abuses to occur. PERA also has had the ability take away disability benefits from those drawing them if they believe that the claimed disability is not legitimate. Yet rather than go after the abusers that have caused the alleged problem, PERA's "solution" was to limit the disability benefits for all police officers and fire fighters who are still working and actively risking their health and safety every day they report for work. This is grossly unfair and is bad public policy. Moreover, this legislation is an over-reaction to a minimal problem. In testimony at the Legislature, PERA officials admitted that legislation would have an insignificant impact on the overall funding of the P&F fund.

While this type of legislative action could be expected from PERA and from the League of Cities, it was appalling that the legislation was also supported by the Minnesota Police and Peace Officers Association. The MPPOA is supposed to be fighting to protect the benefits of police officers, not crawling into bed with the League of Cities to undermine them.

We will keep you informed as to our efforts to change this law. In the meantime, we encourage each of you to call your State Senator and Representative and strongly request that they vote to restore benefits to injured police officers and fire fighters. For those of you who are MPPOA members, we further encourage you to contact the MPPOA leadership and demand that they discontinue their partnership with the League of Cities to take benefits away from police officers and instead start working to improve benefits for injured cops.



Providing Statements in Internal Investigations

By: Vice President Bob Kroll



Fellow members, for the past twelve years, I have been involved in representing officers in providing statements to Internal Affairs and Civilian Review Investigators I would

like to provide a guide for officers who are asked to give statements as either the accused officer or witness in Internal Investigations.

When you are first notified by an investigator that they are requesting a statement, you receive a letter in Interoffice Mail and directions to contact the investigator within five days. At this point, you should familiarize yourself with the case number for a reference. The next step is to contact a Federation Representative. The best way to do this is email the Board Member of your choice with a brief statement of what it is regarding, your name, and best time to reach you, and phone number. You may also call the Federation's general number during business hours, or leave a voicemail for the representative of your choosing. Coordinate a time with the Federation rep to discuss the case and make an appointment with the investigator. If you provide the representative with the case number, the rep can be familiar with the case and generally meet you shortly before the statement.

Whether you are providing a statement to a Civilian Review Investigator, or Internal Affairs Investigator, the process remains the same. In both cases, you are provided with a Garrity Warning. In Civilian Review cases, this warning is mailed to you interoffice from a police administrator. In Internal Affairs, it is read verbally to you just before providing your statement to the investigator. 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

Whether you bring a Federation Representative to a statement is entirely up to you...but in all cases it is a good idea to at least consult with a representative to see if they should accompany you.

you in criminal cases, except in the case of perjury. In Internal Affairs, you are also provided with a Tennesen Warning, which describes data privacy practices that pertain to the statement you are providing.

Whether you bring a Federation Representative to a statement is entirely up to you. Some people base this on their involvement in the case, whether they are the accused or witness officer, but in all cases it is a good idea to at least consult with a Representative to see if they should accompany you.

Remember, it is the investigator's job to ask you the proper question and it is your job to answer the question asked truthfully.

Before your statement, your Representative should give you an overview on what would be expected and provide you with some do's and don'ts in answering questions. 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 asks you a specific question and you answer that specific question. In all cases, you should tell the truth because the consequences for lying and being caught in it are often times more severe than the actual accused violation itself. When an investigator asks a question, let them fully complete the question and pause while you think about your answer. This way it gives the Representative the opportunity to think of the question and gives you the opportunity to formulate your response. If you cannot understand the question, have the investigator repeat or rephrase

it. If an investigator asks a multiple part question that can be answered in multiple ways, have them break it down into single questions. A key point is to answer only the question asked. It is detrimental to ramble on about things not pertinent to the question. If a question can completely be answered by yes or no, this is encouraged. If you truly do not remember or do not know the answer, they are also very acceptable answers. Something you should not do is speculate; if you are not sure, do not answer a question by speculation. In addition, if you have sufficiently provided an answer there is no need to expound or elaborate on the answer. The goal is to provide a complete, clear, and concise short answer. Remember, it is the investigator's job to ask you the proper question and it is your job to answer the question asked truthfully.

All statements taken, whether in Civilian Review or in Internal Affairs, are tape recorded by the investigator. However, there have been many cases where the recording equipment has failed. It is always a good idea to tape record the incident yourself, or have your representative record it. If you chose to do this, set your tape recorder down and push record with it right next to the recording device of the investigator's. After your statement is transcribed, it will be mailed to you to review and sign. If you have your own recording, it will assist you in reviewing your statement for accuracy. You should not change statements before mailing them back, but if there are discrepancies or inaccuracies, you should make corrections with a red pen, initial it, and return it with corrections. Each page requires your initials, and the final page, your signature. Generally, there is no need to meet with a Representative for reviewing your own statement for accuracy. After reviewing and signing, mail your statement back to the investigator through Interoffice Mail, and do not discuss the case with people other than your representatives.

Officer deaths up in a deadly 2007

By: Kevin Morison

Last year was a deadly one for law enforcement in the United States, with 186 officers killed nationwide as of December 26, according to preliminary statistics from the National Law Enforcement Officers Memorial Fund (NLEOMF) and Concerns of Police Survivors (C.O.P.S.).

When compared with 2006, when 145 officers died, officer fatalities rose more than 28 percent this year. Outside of 2001, when 239 officers died – 72 in the September 11 terrorist attacks – 2007 is the deadliest year for American law enforcement since 1989, the NLEOMF and C.O.P.S. said in their preliminary report on 2007 officer deaths.

The number of officers killed by gunfire and in traffic-related incidents both increased in 2007, the latter reaching a record high of 81. So far this year, 69 officers have been shot and killed, up 33 percent from 2006, when there were 52 fatal shootings.

Six times this year, two or more officers were gunned down in the same incident, including a shooting that killed three Odessa (TX) Police officers in early September.

"In 2007, our nation's law enforcement officers were confronted with more brazen, heavily armed and cold-blooded

criminals than they have faced in many years," said Craig W. Floyd, chairman and CEO of the NLEOMF, a non-profit organization that researches officer fatalities and maintains the National Law Enforcement Officers Memorial in Washington, D.C.

"Even in the face of incredible danger, our men and women in blue displayed remarkable bravery in working to protect the rest of us. As this tragic year comes to a close, every American owes our law enforcement officers an incredible measure of gratitude."

Law enforcement officers killed in traffic-related incidents also increased, from 73 in 2006 to a new high of 81 this year.

The previous high was 78 in 2000. 2007 is the 10th year in a row in which traffic-related incidents were the leading cause of officer deaths nationwide. Of the 81 traffic-related deaths this year, 60 officers died in automobile crashes and six in motorcycle crashes, and 15 were struck by automobiles while outside their own vehicles.

Among other causes of deaths, 18 officers died from physical causes, primarily heat attacks, four drowned, three fell to their deaths and two were killed by falling objects. Three officers died in aircraft accidents, and one was killed in a boating accident.

Handguns were used in the vast majority of fatal officer shootings (51). Shotguns were used in eight officer killings and rifles in nine others, including September's fatal shooting of Miami-Dade (FL) Police Officer Jose Somohano with an assault weapon.

Approximately 40 percent of the officers who died this year were killed in felonious attacks; the other 60 percent died from accidental causes. Up until the late 1990s, more officers died in felonious attacks than accidents. Alcohol was a contributing factor in 21 of this year's officer fatalities, up from 17 percent in 2006; illegal drugs played a role in 21 deaths, up from 11 in 2006.

After peaking at 277 in 1974, officer fatalities have generally declined over the past three decades, with the exception of the increase in 2001 due to the attacks of 9-11.

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Mark Bedard Bracelets

Mark Bedard Bracelets are still available at the Federation office. The bracelets are royal blue, made of anodized aluminum, and laser engraved with white lettering. The bracelets are \$14 and available in ½" and ¾" sizes. Please call the Federation with any questions.





Police Officers Federation of Minneapolis Annual Golf Tournament

Friday, June 27, 2008 Columbia Golf Course 3000 Central Ave NE 612-789-2627

COST:

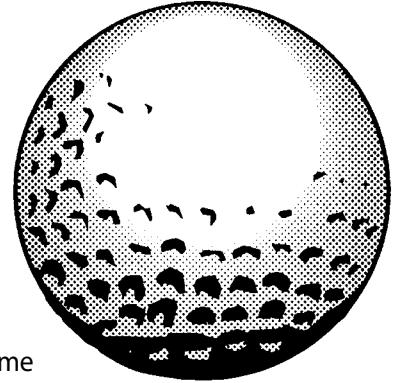
\$100.00 per person (\$400.00/Foursome) includes lunch, range balls, golfing, cart, beverages on the course, and dinner after golf. There will be excellent door prizes and a gift to each golfer. Registration forms must be turned in by **Thursday, June 19, 2008**.

FORMAT:

FOUR person scramble, two carts per foursome. We will award prizes for first and second place on the 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: 11:30 a.m. to 1:00 p.m.

Shot-Gun Starts at 1:00 P.M.



Registration forms are additionally available at the Federation Office, 1811 University Ave. NE. We are limited to 144 golfers. Spots will be filled on a first come, first served basis and will be accepted when accompanied with the full amount of the registration fee (\$380.00). We encourage you to sign up as early as possible!

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

Sherral Miller-Schmidt, Tournament Chair

Federation Golf Tournament Registration Form

Foursome--Please fill out completely and mail or bring to the Federation Office at 1811 University Avenue NE, Mpls. MN 55418. Form must be turned into the Federation Office by **Thursday, June 19, 2008**.

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 (\$400.00). We encourage you to sign up as early as possible!

Name	Address or work location	Phone	Email



Roll Call

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

CALENDAR OF EVENTS

April 24th	General Membership Meeting General Election	Federation Hall
May 29th	General Membership Meeting Swear in new board members	Federation Hall
June 26th	General Membership Meeting	Federation Hall
June 27th	Annual Golf Tournament Columbia Golf Course	Minneapolis
July 31st	General Membership Meeting	Federation Hall
August 28th	General Membership Meeting	Federation Hall
September 25th	General Membership Meeting	Federation Hall
October 30th	General Membership Meeting	Federation Hall
November 20th	General Membership Meeting	Federation Hall
December 5th & 8th	Annual Holiday Sale	City Hall, Room 132
December 10th	Holiday Party, Ukrainian Event Center	Minneapolis

Federation *Roll Call* is a newsletter for members of the Police Officers Federation of Minneapolis. It highlights activities of the Federation, union issues and police matters. It is published four times a year. Members' comments and suggestions are welcome.

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Police Officers Federation of Minneapolis

Mission Statement

To promote the positive roll 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.