



Police Officers Federation of Minneapolis

ROLL CALL



Summer 2008

Contract Pay Raise Settlement

By: John Delmonico

I am extremely pleased to inform you that we have reached an agreement with the City regarding implementation of the market adjustment for the members of the Federation pursuant to terms of our 2005-2008 Collective Bargaining Agreement.

As you may recall from our presentations at the ratification vote on that labor agreement, the market adjustment agreement provided that we would gather certain specified compensation data from the comparison group (suburbs with a population in excess of 25,000 and the City of St. Paul) and calculate the career earnings of patrol officers in each department as of July 1, 2008. The agreement provided that the analysis would be complete when at least 70% of the suburban departments and the City of St. Paul had reached a contract settlement with their police officers. Once the career earnings were calculated, we would calculate the wage adjustment necessary to move Minneapolis patrol officers into the top third of the comparison group. The agreement also provided that the same increase for the patrol officers would be applied to the promoted ranks in order to maintain the historical compensation relationships among the ranks. Finally, the agreement provided that the longevity and shift differential amounts would be adjusted by the same percentage increase as the wages.

agreement for implementation of the market adjustment. We agreed that the most straight-forward means to achieve the negotiated adjustment while maintaining the integrity of our wage schedules and the terms of the market adjustment agreement was to simply apply the 4.5% to all steps of the wage schedule for all job titles effective January 1, 2008. We have prepared and attached for your review the new wage schedule that reflects this 4.5% increase. We have been told that the market adjustment of 4.5% with the corresponding backpay will be reflected in payroll checks sometime within the next six weeks.

Combined with the 1.8% increase in the first year and the 1.9% increases in the second and third years of the agreement, the 4.5% market adjustment results in a total wage increase over the term of the three-year agreement of approximately 10.25%. This is slightly higher than the average increases for police officers in the metro area during the same period. You should also know that during this three-year period, the total wage increase for other city employees was closer to 5%.

Our attorney and a City representative gathered the data from the suburbs that have settled for 2008, independently calculated the career earnings for the patrol officers of each agency and then met to confirm the accuracy of their calculations for each City and the resulting rankings. By the end of that meeting our attorney and the City representative were in agreement as to the data and their conclusion that **the adjustment to base wages and longevity necessary to move Minneapolis into the top third of the comparison group is 4.5%.**

We maintain that this wage increase is justified based on the commitment of Minneapolis Police Officers to protect and serve the public in a highly professional manner in circumstances and conditions that are more challenging than those faced by officers in other cities throughout the State. Even so, we all should recognize and appreciate the significant financial commitment that the City of Minneapolis has made in this and prior contracts to provide competitive compensation for its police officers, especially during recent periods of financial difficulty for the City.

We then met with the City's Director of Employee Services to finalize our

Thank you all for your continued dedication to the Minneapolis Police Department and support of the Federation.

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Message from the President-Contract, Convention and Legislative Updates

By: John Delmonico



Although the Federation contract and the RNC were the topic of my message in the Spring Roll Call, they remain the primary issues of concern to Federation members. I also

wanted to use this opportunity to advise you of our successes in the recently concluded Legislative session.

As you now know, we have completed the calculations for the January 1, 2008 market adjustment, which was an important economic term of the current Labor Agreement. You may recall that when we ratified the agreement back in early 2006 we projected that the market adjustment would be 3.0% to 3.2%. Recent increases in pay for the other top metro departments caused the actual market adjustment to be 4.5%. This wage increase is in the process of being implemented and will be applied on all steps for all job titles in the wage schedule. As a result of the market adjustment, the 2005-2008 Labor Agreement will prove to be an economic success for Minneapolis Police Officers as it provided total wage increases of 10.25% over three years and moved us into the top third in compensation in the metro area. While we still believe that the nature of the challenges facing Minneapolis police officers dictates that we be the highest paid, we have made significant progress toward that status having moved from the lower third to the top third since 2000. Continued progress toward that ultimate goal remains at the forefront of our bargaining strategy for the next Labor Agreement.

Although our present contract does not expire until October 14, 2008, we started the negotiations for the successor contract in May. We have been meeting nearly once a week since then and will continue to do so through mid-August when the RNC will demand everyone's full time

The City's financial condition and the state of the economy suggest that our wage negotiations may be difficult, but we remain committed to providing wages and benefits that are among the most competitive in the metro area.

attention for a few weeks. Consistent with standard negotiation practices, we are addressing numerous language issues before we get to compensation, benefits and other matters with a significant monetary impact. A number of these language items have been resolved and we do expect that we will start addressing economic issues before the end of the summer. The City's financial condition and the state of the economy suggest that our wage negotiations may be difficult, but we remain committed to providing wages and benefits that are among the most competitive in the metro area. We continuously monitor other settlements and incorporate those into our bargaining efforts. The point is that if the economy takes a toll on wage settlements for officers in the metro area, it would seem likely that Minneapolis officers will also be affected. If however, metro officers continue to experience wage increases averaging over 3.0% (as has been the case for the last 10 years), we will expect to do no worse in bargaining than to maintain our current position. We will keep you posted as matters progress.

As for the RNC, the date is approaching rapidly. We have been working with the St. Paul Police Federation and the police unions from New York and Boston (the 2004 host cities) and Denver (the 2008 DNC host) to anticipate safety, contractual and legal concerns that may arise. The Federation has raised a number of safety and contractual concerns and Chief Dolan is to be commended for responding to these concerns and committing to work with us on additional concerns as they arise, which includes prior to, during and in the aftermath of the convention. If you have specific concerns, we encourage you to call or email a Federation Board member.

Finally, we are pleased to report many successes in the 2008 Legislative session. The Federation was most instrumental in brokering the proposal that was ultimately adopted to exempt taxes used to pay for police wages and benefits from the levy limits. This provision assists the City by allowing increases for police compensation to not count against its levy limits. Without this critical provision, there is no way that the City could possibly afford a competitive wage contract since its financial plan is based upon an 8% property tax increase and the new law limits those increases to 3.9%. The Federation also fought for and was successful in getting \$42 Million in increased Local Government Aid that will provide an additional \$6 Million to Minneapolis. We also were successful in reversing some of the 2007 changes to disability pensions. Specifically, we got legislation passed that restored certain in the line of duty disability benefits for officers with more than twenty years of service. The 2007 law had required officers to take a less favorable retirement pension. Finally, we were able to gain passage of an amendment to the Peace Officers Bill of Rights to allow an officer to be represented by a union representative and an attorney retained by the officer during a formal statement. The prior law allowed an officer one or the other, but not both. In addition to these success stories, there were a number of other legislative initiatives that were deferred to future sessions. We will continue our work at the Legislature to protect our pensions and other economic benefits in recognition of the dedication for employees who put their lives on the line in public service.

Avoid Leadership Disaster: The 'Five Deadly Sins of Managers'

By: Joan Lloyd

Managing is not for wimps. It requires a fine balance—managing performance, productivity, psychology, politics... Most learn from watching others, getting feedback and making mistakes. Here are some mistakes that I'd put in the deadly category:

Five deadly sins of managers

1. Can't or won't make a decision (let's have a committee study it).

Decision making authority is the primary responsibility that separates individual contributors from management, so why do some leaders struggle so with decisions?

Some are afraid their decision will be wrong, so they study it to death and become a bottleneck. Others are afraid they will offend some of their constituents, so they gather input or lobby others endlessly. Sometimes they are the ones being lobbied by individual members of their staff, and they never bring everyone together and force an open debate—and then enforce whatever decision is eventually made.

A good rule of thumb is to hear out everyone's opinion, consider the facts and then make the best decision you can. Waiting to gather every shred of evidence usually slows down the process. If the issue is complex, testing a solution through a pilot program usually gives everyone a chance to tweak the solution before it is imposed on a larger group.

Task forces or steering committees are a good way to get input and steer a complex process, but leaders who over rely on committees, because they can't make their own decisions, are going to have even more problems. Committees are best used as advisory groups to make recommendations—someone with authority still needs to pull the trigger.



2. Leadership through friendship (He'll do it because he's my buddy.)

Years ago, I had a colleague who took the actions and decisions of others very personally. She became offended if a peer didn't want to participate with her on a project. Later, when she became an outside consultant, she was hurt when corporate insiders, who used to be her contemporaries, didn't hire her for projects. Like reciprocating after you've been invited to a dinner party, she felt they should return the favor.

On the flip side, most of us have crossed paths with leaders who try to be everyone's "pal." These individuals tend to see every interaction as a social agreement. These friendly folks figure if they are nice to everyone, people will be nice back and business will run smoothly. What they don't put into the equation is enough of the objective business factors. Good business decisions must be balanced between the best interests of the organization, the customer, the individual and the team. Trying to appease everyone just turns a leader into a politician who gets nothing done and is scorned by all.

3. Managing by mental telepathy.

Some leaders think everyone can hear what they are thinking. Rather than cascade a decision down through the team, they dole out cryptic directions and everyone is supposed to piece the puzzle together. Usually, these leaders are analytical and spend a lot of time turning things around in their own heads, so by the time they roll out the action plan, they figure everyone must have arrived at the same conclusion. Unfortunately, when they do communicate, they tend to skip over how to gain acceptance. Because they see the conclusion so logically, they don't anticipate others may resist it.

4. Micromanagers (just do it the way I tell you).

These control-happy leaders think that the only way they can be assured of a quality outcome is by doing it themselves. But because they are managers, the second best option is to tell others exactly how to do it like they would. They kill employees' initiative and squash fresh ideas—the very thing that continuous improvement requires. Most micromanagers would be happier going back to doing what they love most—doing it themselves in an individual contributor role.

University of St. Thomas offers new Masters of Arts in Police Leadership program

The University of St. Thomas is pleased to announce its Master of Arts in Police Leadership cohort, beginning September 16, 2008. Emerging leaders in law enforcement can earn an advanced degree by attending classes one evening per week in St. Paul.

No matter what your assignment: patrol, investigation, supervision, training or other specialized areas, you are faced with new leadership opportunities and demands.

St. Thomas is the first higher education institution in Minnesota to offer police supervisory and executive education over 45 years ago. We continue to offer quality advanced training for law enforcement officers today.

If you are not an officer, you will find that courses in this program to be broad enough for any practitioner in the criminal justice area.

Program details are listed below. For more information, please visit our website at www.stthomas.edu/education/offcampus/upcoming/stpaulpolicema8

Program Highlights

- An advanced degree for emerging leaders in law enforcement.
- Convenient St. Paul location with classes held one evening per week.
- Faculty and advisers provide the personal attention you need to make the most of this graduate learning experience.

Classes Begin: September 16, 2008

Expected Completion: Fall 2010

Classes Meet: Tuesday Evenings

Total Credits: 32 Credits

Location: Minnesota Police and Peace Officers Association

www.stthomas.edu/education/offcampus/upcoming/stpaulpolicema8

Contact: Christina Dorr

Marketing Manager

University of St. Thomas

College of Applied Professional Studies
dorr6263@stthomas.edu

651.962.4431

CONCORDIA OFFERS SPECIAL \$1,000 TUITION DISCOUNT FOR MPD OFFICERS & STAFF

In recognition of our MPD alumni, Concordia University is pleased to offer a \$1,000.00 tuition discount for anyone (sworn or non-sworn) employed with MPD enrolling in any of our online criminal justice BA or MA programs through June 30, 2009. If you've ever considered returning to school to complete your BA degree or pursue your MA, there's never been a better time!

Concordia University St. Paul has remained an innovator and leader in online learning, offering bachelor's degrees in Criminal Justice and in Public Safety & Security, and a master's degree program in Criminal Justice Leadership. These degrees begin with a 2-day orientation on-campus, but from then on are entirely online. Students begin with a small group they remain with, taking one class at a time in an accelerated manner. This program was specifically designed for police officers and criminal justice practitioners wanting to return to school, balance self, home, and work (including shift work).

Concordia's online programs are fully accredited, and students earn the same degree students have been proudly earning for over 115 years. For adults trying to balance the demands of busy schedules, online isn't just as good – it's better. Our programs also treat adults working in the criminal justice field with the respect you deserve; there are no entrance tests, in fact, there are not tests in any classes – students earn their grades based on demonstrated learning rather than pointless memorization. Our program recognizes the importance of balance, accommodating family events, vacations and all work demands, including shifts and call-outs.

Degree starts for this year have been scheduled for:

BA Criminal Justice degree completion program begins with two-day on-campus orientation on September 11 & 12, 2008.

BA Public Safety & Security degree completion program begins with two-day on-campus orientation on March 5 & 6, 2009.

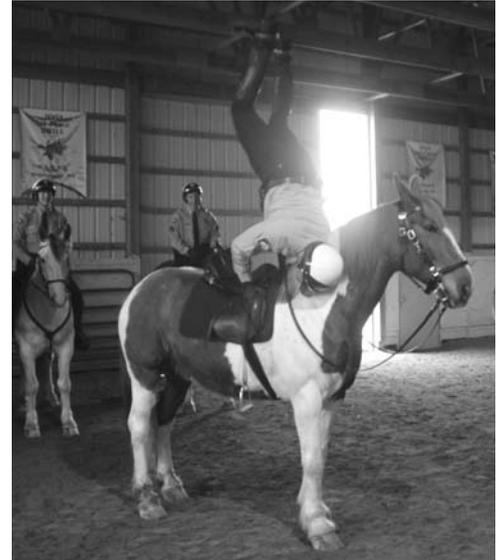
MA Criminal Justice Leadership degree program begins with two-day on-campus orientation on September 25 & 26, 2008.

We are very proud of our relationship with Minneapolis PD, and any officer or employee mentioning this article will also have their application fee waived.

To take advantage of this special offer for MPD, contact Mike or Scott (see below). Admission does not require any testing and the admission fee will be waived for anyone hearing about the program from the MPPOA Journal.

Further information can be obtained by contacting Criminal Justice Department Chair Scott Harr at harr@csp.edu or 651-603-6277 or department recruiter Mike Conner at conner@csp.edu or 651-641-8249 and by visiting www.csp.edu/cj

2008 Mounted Patrol Graduation



Officer Binfet doing a handstand on Jake!

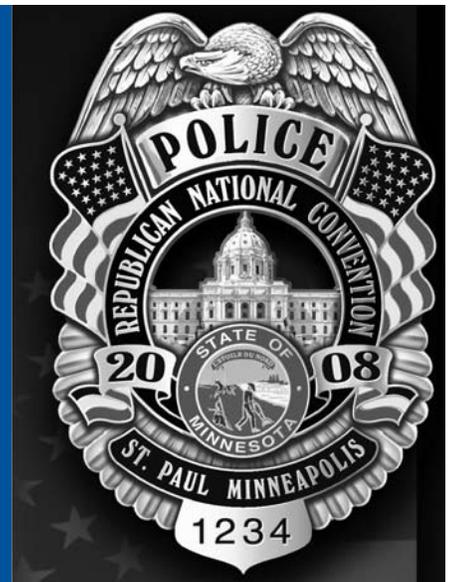


From left to right on horseback: Sgt. York, Off. Haugland, Off. Lehner, Off. Henninger, Off. Boeltl, Off. Taylor, Off. Rocklin, Off. Lapp, Off. Binfet, Sgt. Bantle. Front Row Standing, From left to right: (Trainer) Dick Kiesner, Sgt. Dodge, Off. Walker, Off. Steberg, Sgt. Hawes, Off. Loveland, Sgt. Lokke, Sgt. Wheeler, Lt. Witzman and Insp. Harteau.

RNC Badges are still available to order!

The Minneapolis and St. Paul Police Federations have joined up to raise money for their charities. The RNC badge is still available to order. The price of the badge is \$89.99 plus tax and shipping. Order forms are available on www.mpdfederation.com or at the Federation's office. All proceeds will be split equally between the Minneapolis Police Federation Charities, Inc. and the St. Paul Police Foundation.

The RNC badge is also available for viewing at the Federation Office. Call 612-788-8444 or email BandKSupply@Yahoo.com with any questions.



Garrity Update

By: Chris Wachtler, Federation Council

Officers are familiar with the 1967 case *Garrity v. New Jersey* that gave us the Garrity warning, which an agency must give an officer being investigated for misconduct, before taking his statement.

Last year, a California court decided what some believe is to be the most important Garrity case in 40 years. If other states follow the decision, the way disciplinary investigations of police officers are conducted will undergo fundamental change.

A Garrity warning advises an officer that: 1) if she refuses to answer questions, or gives false or intentionally incomplete answers, she will be subject to disciplinary action up to and including dismissal for insubordination; but that 2) neither her statement nor any information or evidence gained from it may be used against her in a criminal proceeding.

The bedrock principal underlying the Garrity decision is that an officer cannot be forced to choose between losing her job and incriminating herself. A Garrity statement is inadmissible, and any witness who has been exposed to it is "tainted" and disqualified from testifying. A prosecutor who has been exposed to such a statement or material may be removed from the case, and charges may be dismissed.

Courts have required the government to prove, sometimes at a hearing, that evidence is derived from a legitimate source wholly independent of the compelled statement, and that its witnesses and prosecutors are free from the taint of Garrity material.

California has now gone a step further. In *Spielbauer v. County of Santa Clara*, the County investigated a public defender (*Spielbauer*) for allegedly lying to a judge. When he refused to answer an investigator's questions, the investigator read *Spielbauer* a Garrity warning. *Spielbauer* requested a formal grant of immunity from the court before he would give a statement. The County fired him for insubordination.

Spielbauer fought his termination. The Court rejected the County's argument that Garrity immunity was "automatic" the moment the County compelled him to answer questions, and required the employer to obtain *Spielbauer's* requested formal grant of immunity (which could only be granted by a prosecutor in a "judicially supervised process" such as an application for a protective order) before forcing an employee to participate in a disciplinary interview.

This case sets no precedent in Minnesota, but may be persuasive the next time a member is put in this position, should a union choose to force the issue. If a Minnesota court were to adopt the reasoning in *Spielbauer*, it would provide members with even more protection from Garrity statements later "leaking" into criminal cases, as they have certainly been known to do.

2008 Spring K-9 class



Dan Ungurian and Hero taking a break

*K-9
Graduation*

Kudos



The International Association of Women Police (IAWP) awarded Officer Lisa Davis the 2007 Officer of the Year Award. This award is given annually to an officer who distinguishes herself in areas of leadership, mentoring, community service, and excellence in

performance, throughout her career as a police officer.

Congratulations Lisa!

ANDY STENDER RECEIVES TOP UNIVERSITY AWARE FOR GRADUATE STUDENT

By: Dr. Scott Harr, Chair of Criminal Justice, Concordia University – St. Paul



Chief Dolan attended the Award Luncheon in support of Officer Andy Stender

Andy Stender was selected from all graduating Concordia Criminal Justice Program master's degree students to receive the **THE CONCORDIA CRIMINAL JUSTICE LIFE LONG LEARNER AWARD.**

This is considered the highest award bestowed

upon one graduating criminal justice master's student and is based on student dedication, perseverance and commitment to their college education. In Andy's case, he completed both his bachelor's and master's criminal justice degrees at Concordia University St. Paul with a perfect 4.0 grade point average.

Leadership Disaster, cont...

Micromanagers can inoculate themselves against this virus by spending time upfront discussing what requirements the desired outcome should meet. Then regular updates should provide enough time for ongoing coaching—but not meddling. Nose in but fingers out.

5. Bullying isn't leading.

Bullies are afraid and clueless. They are afraid that if they don't bark orders and threaten people their employees won't comply—and then how could they make them do it? They are clueless because they don't know how else to get people to follow their direction.

Bullies usually want supreme loyalty and control. Fear is the tool they use to get it. Fear may be a motivator but it also creates resentment and retaliation. The irony, of course, is that they'd get compliance and motivation willingly if they only listened to their team and valued their contributions.

Bullies usually need a strong boss or coach to intervene and help them learn to gather input and encourage push back. Bullies don't last long in modern organizations. The team usually retaliates and overthrows their leader—either by reporting them to senior management, suing them, or exposing them through high turnover.

Joan Lloyd is an executive coach, management consultant, facilitator and professional trainer. Email your question to Joan at info@joanlloyd.com. (800) 348-1944, Visit www.JoanLloyd.com

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Federation Board Contacts

President John Delmonico	612-788-0646
Vice President Bob Kroll	612-290-3919
Secretary Bruce Jensen	612-369-3959
Treasurer Lyall Delaney	612-290-6256
Director Wally Krueger	612-290-0337
Director Ron Stenerson	612-328-3519
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Director Sherral Schmidt	612-290-7232
Director Dan Ungurian	612-490-1542
Park Rep Joe McGinness	612-290-9138

2008 Police Officers Federation of Minneapolis Annual Golf Tournament

The Police Officers Federation of Minneapolis held its annual golf tournament on June 27, 2008 at Columbia Golf Course in Minneapolis. The weather turned out better than expected – by the time the tournament started it was hot and sunny! It did start to rain about two-thirds of the way through the tournament, but most golfers were able to get a majority of golfing in before the big downpour!

The following businesses either sponsored a hole or donated a prize to our tournament. Because of these organizations' generous contributions, our tournament was a great success!

2008 Hole Sponsors

Emily's Lebanese
 Midwest Publishing, Inc.
 J.J. Taylor Distributing Company
 Minneapolis Police Relief Association
 Uptown Bar & Café
 Jensen, Bell, Converse & Erickson
 Law Offices of Robert Zeglovitch
 Northeast Bank
 Collins, Buckley, Sauntry & Haugh – Chris Wachtler
 ING Financial – Dan Eastman
 Rice, Michels & Walther – Ann Walther
 Rice, Michels & Walther – Jim Michels
 Wrecker Services
 North Memorial Health Care
 Frederic Bruno & Associates
 City County Federal Credit Union
 Alary's Bar
 ICMA-RC – Tom Hilson

2008 Prize Donations & Monetary Contributions

Inventory Trading Company
 Café Biaggio
 Broadway Awards
 Saint Paul Saints
 Elsie's
 Dave Rivers
 WCCO
 JD Hoyt's
 Jax Café
 Minnesota Timberwolves
 Gameworks Minneapolis
 Canterbury Park
 Brit's Pub & Eating Establishment
 Grand Casino
 Minnesota Twins
 Hyatt Regency Minneapolis
 Treasure Island Resort & Casino

2008 Golf Champs

1st Place: Tim Prill, Steve Schoephoerster, Merle King, and Michael King
 2nd Place: Scott Sutherland, Jen Carpenter, Jeff York, and Larry Krebsbach
 *1st place was determined by the first birdie. Both teams finished with five under.
 Longest Putt Winners: Steve Schoephoerster & Gil Antaya
 Longest Drive: Chris Bishop & Heather Staszewski
 Men's Closest to the Pin: JD Trangsrud
 Women's Closest to the Pin: Deanna Zalusky



Looks like Josh Domek had a mishap!



Jon Hanks taking a swing



Our little helpers, Danielle and Matthew Ungurian



Brian Carlson, Marnie See, Nancy Dunlap and Joe Shepeck



Sherral Schmidt and Rod Timmerman



Aimee Hawes, Josh Henninger, Laurarose Steberg and James Walker

National Police Week 2008

By: Ann M. Deneen

Thirteen members of the Park PD, Chief Johnson, his wife, several MPD officers, and myself, attended the Police Week activities in Washington D.C. this year. We went to honor and support the Bedard family in the reading and placing of his name on the Memorial Wall.

Some of us flew, some took motorcycles, and some even bicycled to participate in various events around Police Week. I flew in with the Bedard Family on May 12th, along with several MPD officers. When we arrived, eight Border Patrol agents in full uniform met us and received Mark's family, got their luggage, and brought them to the Host Hotel. It was indescribable stepping out of the gate area and seeing the Border Patrol agents.

The agenda for the week included parades, a Unity Tour ceremony, motor escorts for the families, seminars, and some sightseeing.

The candlelight ceremony was where Mark's name was read while at the Law Enforcement Memorial Site. Mark's name is on an end panel at approximately the center of the Memorial. It is to the left if you are facing the front. We were able to place items that were important to Mark, his family, and the Park Department, on the wreath bought by the Park Board. It should be noted that several squirrels were in the area, which was as it should be!

The Capitol ceremony was on Thursday, May 15th. Officers were required to arrive at the Capitol grounds starting at 0900. The escort officers were given the following directions, "We are training the officer from Alabama. Do what he does!" I enjoyed this training immensely.

The families arrived at noon for the ceremony that started at 1300. It was hot, but not humid, and partly cloudy. The ceremony lasted almost three hours and Mark's wife Andrea received a Medal of Valor. She placed the flower in the wreath for Mark. Nicholas was a great boy all week, considering the stress and the schedule.

There are so many people to thank for making it possible to attend Police Week and I would like to mention them here. First, the Minneapolis Park Board and Chief Johnson, who have not hesitated to make anything needed from the day of Mark's accident to Washington D.C. happen. I would also like to thank the Minneapolis Police Department, the Police Officers Federation of Minneapolis, LEMA, COPS, MPPOA, and the St. Paul Police Federation.



Lifetime Membership Information

I am pleased to inform you that the existing special monthly membership dues program for sworn Minneapolis police officers is still available.

PLEASE NOTE: You can only sign up at the Target Center location, in Downtown Minneapolis in order to get the Minneapolis Police Discount. If you want to take advantage, please contact Dan Conway.

Dan Conway
Sales Department Head-
Target Center
612-486-3611

Monthly membership dues rates will be:

- No Initiation fees, No administrative fees-Normally \$189.00
- Single Platinum Membership-\$0, Normally \$79.95
- Couple Platinum Membership-\$9.00 Plus Tax, Normally \$129.90
- Family Platinum Membership-\$15.00 Plus Tax, Normally \$169.85

Your membership provides access to all Life Time Fitness Platinum, gold, and bronze centers nationally. Feel free to visit lifetimefitness.com for a complete listing of Life Time Fitness locations, available amenities, programs, and services.



Serving Those Who Protect and Serve

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In addition, as a member of the Police Department of Minneapolis you are eligible for a reduction on the interest rate of your loan as well as a reduction on closing costs.

Whether you are a home owner today or are looking to make the dream of home ownership down the road let Wells Fargo Home Mortgage provide you with financial solutions.

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2008 Spring Academy Graduation

The following recruits graduated on April 18, 2008:

Christopher Smith, Kenneth Tidgwell, Matthew Vana, Sean Lessard, Matthew Hendrickson, Wesley Brown, Aimee Colegrove, Bradley Schnickel, Chad Meyer, Scot Kaiser, Jason Kiritschenko, Steven Lecy, Brian Cummings, Matthew Cunningham, Jamie Karshbaum, Kevin Franek, Karl Sauskojus, Conor McDonough, Cheryl Goodman, Jordan Davis, Oscar Martinez-Gavina, Nicholas Hwang, Walter Alvarado, Abdiwahab Ali, Jesse Standal, Matthew West, Jeremy Foster, Omar Foulkes, Katie Hammes (Park), Amy Krekelberg (Park), and Troy Sandberg (Park)



MEMORIAL BLOOD CENTERS IS IN DESPERATE NEED FOR BLOOD DONATIONS.

Memorial Blood Centers has 7 metro locations – Minneapolis, St. Paul, Plymouth, Coon Rapids, Eden Prairie, Bloomington, and Woodbury.

To schedule an appointment, call (651) 332-7150 or visit Memorial Blood Centers' website www.memorialbloodcenters.org for more information.



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



CALENDAR OF EVENTS

August 28th	General Membership Meeting	Federation Hall
September 25th	General Membership Meeting	Federation Hall
October 30th	General Membership Meeting	Federation Hall
November 27th	General Membership Meeting	Federation Hall
December 5th & 8th	Annual Merchandise Sale	Room 130, City Hall
December 10th	Holiday Party, Ukrainian Event Center	Minneapolis

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.

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.

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

E-mail: RollCall@mpdfederation.com

Phone: 612-788-8444

Managing Editor: John Delmonico, Federation President

Designer: Jennie Rogers, Seven Corners Printing

Editor: Emily Ewald

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.