

THE ROLL CALL

Bi-Monthly Newsletter of the Police Officers' Federation of Minneapolis * Volume V * Issue IV * September 2005



MISSION STATEMENT

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



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CONTRACT UPDATE

By Sherral Schmidt

The Federation has been in contract negotiations for several months and has resolved two issues: *administrative leave* and the use of *compensatory time*. These issues were dealt with to resolve pending grievances. The Federation and the City have signed memorandums of agreement making the new agreements effective prior to the expiration of the current contract.

Administrative Leave. This agreement became effective June 1st, 2005. Placement on administrative leave can occur for the following reasons; critical incidents, allegations of misconduct, and off-duty criminal conduct not related to employee's status as a police officer.

For critical incidents, administrative leave for involved officer(s) will be a minimum of 3 days and not more than 7 calendar days following the incident unless requested by the officer and approved by the Chief and his/her designee. Each day of the leave is a fully paid regularly scheduled workday. A witness officer may request to be placed on administrative for up to three calendar days following the critical incident and granting this request shall be made at the sole discretion of the Chief or his/her designee. Upon returning from administrative leave an employee in a bid assignment shall return to their bid assignment in their precinct, shift, and normal duties. Non-precinct and non-bid assignments shall be returned to their previous work location and schedule.

For a pending investigation of alleged on-duty misconduct, the employee can be placed on a paid leave of absence. The duration of the leave shall not exceed thirty calendar days without the mutual agreement of the Federation. Upon return from leave the officer shall be returned to his/her bid assignment and duties when no discipline is imposed or the disciplinary action is not higher than a Level B. If disciplined at a Level C or D, the employee may be assigned to any assignment commensurate with his/her rank.

For a pending investigation of alleged off-duty misconduct not

related to the employee's status as a police officer, there is no limit to the duration of administrative leave.

Compensatory Time. This agreement will be effective for days off occurring after September 3 of this year.

An employee who gives notice of intent to use comp time at least 7 days in advance will be granted comp time off on requested date whether or not granting request will result in falling below staffing minimums. Comp time off for consecutive calendar days does not have to be granted unless the employee has given notice on or before the due date for requesting days off for the scheduling period in which the comp time will be used. Advanced requests for comp time can be denied for days in which days off and vacations have been cancelled for all personnel in the employee's shift, precinct, unit, or division.

Further terms of the agreement are as follows: Employees can elect to receive comp time instead of cash payment for overtime at any time your comp bank is less than 60 hours. If your comp bank is greater than 60 hours the City has the discretion to decide whether the overtime worked is to be paid or accrued. Overtime worked by an employee to backfill for an employee who is using comp time shall be compensated in cash. Further, once per year the city shall liquidate the entire accumulated comp time bank of an employee by cash payment. This payment is based on the employee's comp time bank as of the last day of the first pay period in November.

Contract negotiations have been on-going for several months and we have reached tentative agreements on a number of issues. We have also spent time updating language and reviewing provisions that are no longer applicable. Currently we are discussing compensation and have meetings set to further discuss the issue. We will keep you updated on the negotiations in future issues.



MESSAGE FROM PRESIDENT SGT.

JOHN DELMONICO

First it was Officer Victor Mills, then Officer John Laluzerne and Sgt Frank Holley. Three good police officers out doing their job. The next thing, they are the headlines on the news. And



what for? Well if you believed the news, its terrible, because they tell a story very different than the truth and always before the real facts are out. How, and more importantly why do they do this? They will tell you when police officers do something it's different than if it was anyone else. Ok. I will agree we are - and should - be held to a higher standard, but don't we deserve the same rights as everyone else? Aren't we also innocent until we are proven guilty? How many aggravated assault cases come in every day? Dozens? How many of those cases make the news well before anyone is ever charged? None! Of course, once someone is charged some might make the news. Even most murders in Minneapolis are usually found in the back of the Metro Section. I remember when every murder made the front page.

So now that the news has tried and convicted the officer before the facts are out, how does that play into ones life? It ruins it and how do you ever get your reputation back? They sure don't make a big deal when its decided, "no criminal or internal charges will be filed in this case." It's old news now. Yet the officer is suppose to come back to work and act like nothing happened.

Then there's the internal part. Is the administration talking about on-going investigations? Are they violating the data privacy laws? Couldn't they just say, "we are investigating and when the facts are known, we will let you know"? I hear that all the time about other cases. I realize I am asking more questions than I have answers. But I want you to know we are exploring all our options and we will do whatever we can to try and assist these officers. I believe we will prevail in the end. And in the meantime, we will continue to work hard for all of you. I hear all the time from residents and the business community, "Thanks for all you do for the City...we really appreciate the police."

Keep up the great work!

IMPORTANT CHANGES TO CRA

As of July 9th, the ordinance requiring officers to appear before a CRA panel was eliminated. Officers can still exercise their right to appear at the hearing and to address the CRA panel. Officers can make a statement, answer questions, or decline either option.

At your request, the Federation provide you with representation at the hearing. If you decide to appear on your own the Federation recommends that you tape record the proceedings. You should also contact CRA directly to get a copy of the statement before the hearing. If you have arranged for representation from the Federation's attorney, they will take care of this for you.

You are still entitled to compensation if you meet with the Federation's attorney to prepare for the hearing or if you attend the hearing during your off-duty hours. If you choose not to attend, it is considered a "waiver" of your right to appear. Officers should understand that they are giving up their right to hear the complainant's statement and the right to address the CRA panel.

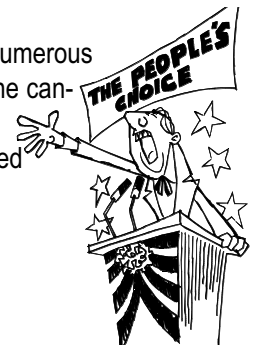
Officers must also understand that the decisions of CRA may still result in discipline. Contact us as soon as you receive a notice of a CRA hearing to discuss how you want to proceed. If you decide you want representation at a CRA hearing, you must arrange for it through the Federation. You will no longer be contacted by Federation attorneys.

If you want advice on how to proceed with a CRA panel hearing talk to a Federation Representative.

POLITICAL ENDORSEMENTS

Over the summer the Federation has interviewed numerous candidates for the upcoming city council elections. The candidates were interviewed by board members and based on these interviews the board unanimously voted to endorse the following candidates:

Cara Letofsky	Ward 2
Diane Hofstede	Ward 3
Barb Johnson	Ward 4
Marie Hauser	Ward 8
Sandy Colvin-Roy	Ward 12
Lisa McDonald	Ward 13



The Federation has not endorsed in all of the council races, but we may endorse in those races in the upcoming month. It should be noted that the Federation has not endorsed a mayoral candidate as of press time. If you have questions about why a candidate was endorsed feel free to contact the Federation.

Endorsements for Park Board

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

CRITICAL INCIDENTS MAY CAUSE PSYCHOLOGICAL EFFECTS

By Steve Wickelgren

After the last couple of officer involved shootings, I was asked to write an article on what an officer can expect to happen if they are involved in a shooting. First off, there is no one response to being in a shooting or other type of critical incident. Why? Because each incident is different, each officer present at one particular incident has a different perspective, and lastly, each individual officer is different. I also would like all of you reading this to note that I capitalized the word MAY in the title. Those of you that I have talked with after a shooting know that I mention that there is a long list of reactions that an officer may have after a shooting. It is important for officers to know that having a reaction to an abnormal event (such as a shooting) is normal. I would be more concerned about an officer that is reporting that they have had no reaction or no feelings toward being involved in a critical incident. This is what I would call a Robocop reaction. It is also important to realize that these reactions, whatever they may be, should diminish over several weeks. Officers should allow themselves the time to let these effects diminish and not be too anxious if they are not feeling like they are back to normal after the standard 3 days off, or even after a couple of weeks. If you are feeling anxious and wondering if you should feel differently, call me (612 879-0712) or Dr. Susan Powers Olson (612 879-9521).

One thing I would like officers to be aware of is the control that they have after a critical incident. I encourage officers to listen closely to the advice of their federation representative and federation attorney. The chaos that ensues after an incident can be overwhelming. Officers should take the time they need to take care of themselves. An escort officer should be assigned to each officer involved in an incident. This is a person who should be helping the officer get what they need. (water, cell phone, a quiet place to sit...) After one incident, an officer was asked to step away from the immediate scene and have a seat in the rear of a squad. This officer was not comfortable with sitting in the back of a squad (I think we all know why) and said they would sit in the front. Officers need to assert themselves and not feel as though they must do everything they are asked (check with federation representative). Because of the complexities of such an investigation, some personnel are not as aware as they should be about what an officer involved in an incident may be experiencing. Officers involved and escort officers assigned to that officer should first, be concentrating solely on that officers immediate well being, and secondly on cooperating with other personnel regarding the investigation.

My role with officers concerns their general well being. I will ask officers if they would like to speak with me. I will not ask officers about the incident and will warn officers that if they have legal

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DESERVED RECOGNITION FOR MPD OFFICERS

The International Association of Chiefs of Police (IACP) has selected Lt. Mike Fossum as runner-up for the IACP Parade Magazine Police Officer of the Year.



He was nominated for the award by Lieutenant Jim Heimerl of the Fourth Precinct for his work on numerous cases, including the Pull Tab Robberies, Oxycontin Robberies, Delivery Truck Hijacking Ring and the arrest of a County and City Attorney for purchasing cocaine. All this on top of his regular case load.

Fossum will be officially honored this September at the IACP Annual International Conference in Miami. Parade Magazine will also do a feature on all the award winners.



In addition, the National Police Activities League (based in West Palm Beach, Florida) recognized another Fourth Precinct Officer at their 2005 Annual Conference in Palm Springs, California this past

June. Officer Rich Jackson received the Volunteer of the Year Award for his ongoing contributions on behalf of Minneapolis youth, the MS Society, the Mpls Police Activities League and more. Jackson was nominated for the honor by MPD/PAL program coordinator, Deb Fields.

In July numerous other officers received recognition on the local level for their good works. They are:

Medal of Honor

Off. Chris House

Medal of Valor

Sgt. Rick Altonen

Sgt. Robert Berry

Sgt. Matt Clark

Off. Mike Geere

Off. Clint Letch

Off. Nick McCarthy

Off. Mike Strauss

Life Saving Award

Sgt. Rick Doll, Park Police

Off. James Loveland

Off. Charles Greaves

Off. Mark Madich

Chief's Award of Merit

Sgt. Gregg Mihelick

Lt. David Hayhoe

Lt. Mike Kjos

Lt. Rick Thomas

Congratulations to all of these award recipients. And thank you for the fine work you do every day, all year.

concerns regarding the incident, they need to address those issues with the attorney. Involved officers are required to see a licensed psychologist and we now have a list of five different psychologists for officers to choose from. Witness officers will be required to attend a debriefing set up by Dr. Susan Powers Olson and myself. Take care of yourselves out there. If you have any questions, please call me.

BULLETS...



♥ Over the summer months the Federation has remodeled the upstairs meeting room to provide a more inviting and comfortable atmosphere. All of the paneling has been replaced with sheetrock and painted. The ceiling has been replaced. The windows were replaced and new carpet was put in.

♥ Upcoming meeting dates; September 29th and October 27th.

♥ Visit our newly updated website at mpdfederation.com. The site is user friendly and will provide more information, useful links, a calendar of events, a FAQ page, the contract, and the ability to order merchandise.

♥ Don't forget to send in your volunteer cards. We still could use help on the campaigns of our endorsed candidates.

♥ Jerry Vick memorial pins are available at the Federation at no charge. The memorial wrist bands are still available for \$5.00.

COMMENTS FROM READERS

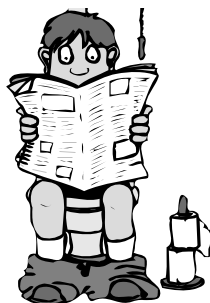
Reader writes: "What, if any, response has the Federation made to the recent City Pages article defaming the department?"

Federation response:

"We find it unnecessary to dignify inflammatory and unfounded material such as the CP article with a response."

Reader writes: "It was good to hear how contract negotiations work and that we can't be given a lot of information because of the negotiation process."

Federation response: "Thank you. We appreciate our members' patience during this process."



IT'S TIME FOR THE BOSS TO GET OUT OF KINDERGARTEN

By Louis Dominguez

This recently appeared in American Police Beat and is reprinted with permission of the editor.

They trust them with a gun and a badge but treat them like children. It is demeaning and frustrating for cops to put up with the kindergarten discipline practices of their supervisors. It appears that any minor deviation from the "book" becomes a cause for being "written up."

The main reason for such childish supervisory practices is lack of management experience and in some cases, insecurity.

If a cop is ever to be recognized as a professional by his peers and the public, the lousy supervisory practice of micro-managing must stop. There is far too much time being spent on disciplinary matters, time that should be spent teaching and training, helping and mentoring, motivating and recognizing good performance and generally improving performance and productivity. Very often, signs of immaturity and lack of people skills are apparent in low level supervisors that are either disliked or distrusted by subordinates. Such signs are glaring and practically impossible to ignore by those in higher positions, yet these deficiencies are often ignored and the individual gets promoted, which invites a personnel disaster.

Once there's a serious problem is when there is available overtime but no one signs up for it because they do not want to work under a particular supervisor. This happens in spite of the fact that overtime is needed by most cops to survive. To ignore such a strong message is a crime.

The only remedy for those lousy kindergarten management practices is to carefully select and promote only those individuals who have demonstrated team leadership qualities- individuals who are respected by their subordinates, their peers, and their supervisors.

Promotion to a supervisory position should not be based on seniority or record of arrests.

Good cops should be given a raise, but those considered for a supervisory position must be evaluated on the basis of their ability to manage people and to get along with others. Only those mature enough to discern trivia from meaningful facts and who have a positive attitude devoid of selfish interests should be considered for promotion to a position which includes supervision of personnel.

Louis Dominguez is a certified law enforcement officer in Virginia and a nationally recognized crime prevention and homeland security expert.

THE ROLL CALL WANTS TO HEAR FROM YOU

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

rollcall@mpdfederation.com

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



FEDERATION GOLF TOURNAMENT

The Federation Golf Tournament was held in June and over 175 golfers participated in the tournament. A good

time was had by all and fortunately no one got themselves in trouble, except for maybe a hangover the next day. We also got through the tournament with only one golf cart suffering damage from an "accident" with a tree.



Winners on the Platinum course were Ed Martin Jr., Dan



Wahlen, Greg Satler, and Jordan Parker. The Gold course winners were Jim Reynolds, Jerry Reynolds, Mike Webb, and Rick Mathowitz.

The Federation would like to thank the Following individuals and companies for supporting the tournament by

sponsoring a hole; Alary's Bar, Frederic Bruno, Wrecker Services, American Iron, Minneapolis Police Relief Assoc., Midwest Publishing, Robert Johnson, Electric Resource Contractors, I.T.L. Patch Company, ING Financial, North Memorial Medical Center Community Foundation, Emily's Lebanese Deli, JB Hudson, Rice, Michels, & Walther, NE State Bank, Johnny A's, Ukranian Event Center, Grand Casino Mille



Lacs, Lupient Automotive Group, Flint Hills Resources, Eastside Beverage Company, and Auto Truck Services. PCI Matrix also donated a complete computer system for the grand prize and I.T.L. Patch made pins that every golfer received. We ask that you support the businesses that generously contributed to the success of our tournament.



TEAM MPD PLAYS HARD



A team from MPD made their annual pilgrimage to Viva LAS Vegas last week to participate in the Nevada Police and Fire Games. These games are held annually and participants can compete in a number of events. The games are open to all police and fire and their spouses.



As usual the weather was extremely hot as the team hit the field. The team played 3 tough games the first evening, losing each game by a few runs. On the second day the team pulled out a win, but ended up losing their last game. The team had a tough time with only 11 members making the trip this year and no subs.

Team MPD consisted of Chuck Peter, Sean McKenna, Tomma Freunds Schuh, Sean McGinty, Lynnal McGinty, Dan Wills, Lora Hanks, Mike Sanden, Lynn Meuwissen, and Mary Maresca (Minneapolis Fire) and Luke Ellison (St. Louis Park PD). Also making the trip was Lynn Cronquist, score keeper and team photographer.

FEDERATION CARD REMINDER

We would like to remind everyone to update his or her Federation Card and/or Mutual Association Card if needed. It is important to keep the beneficiary information current on both of these cards just in case of an unexpected death. The Federation Card is for the retirement benefit that you receive from the Federation when you retire. The Mutual Association is the card that deducts two dollars from every Federation Member's salary that goes to their beneficiary upon the member's death. If you need to update any of this information, please stop by the Federation Office to fill out new cards.

Address
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Goes
Here

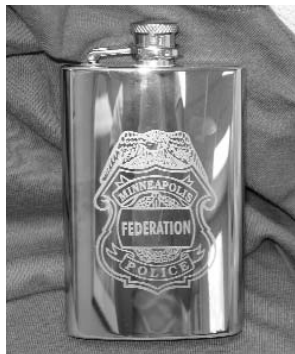
Minneapolis MN 55418
1811 University Avenue NE
Police Officers Federation of Minneapolis

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FEDERATION STORE FEATURED ITEMS



At left: Royal Blue Collapsible Captain's Chair w/ Arm Rest & Beverage Holder. \$22.00.



Above: 4 oz Laser Engraved Stainless Flask. \$20.00.



At left: Navy Blue Federation Koozie and Royal Blue Golf Cart Koozie. \$2 each.

POLICE FEDERATION DIRECTORY

John Delmonico, President (612) 788-0646
president@mpdfederation.com
Wally Krueger, Vice Pres. (612) 788-0655
vp@mpdfederation.com
Bruce Jensen, Secretary (612) 788-0656
secretary@mpdfederation.com
Lyall 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
Bob Kroll, 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
ewald@mpdfederation.com