

THE ROLL CALL

Bi-Monthly Newsletter of the Police Officers' Federation of Minneapolis * Volume V * Issue V * November 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.**



INSIDE THIS ISSUE:

- The Discipline Process
- Return of PAL Hours
- ...Katrina Task Force
- Chaplain Corp
- Outstanding Student
- Calendar of Events
- Store: Featured Items
- Board Roster

MPD RESPONDS TO KATRINA

By Lt. Otto Wagenpfeil (edited for space)

On Monday, September 26th, 2005, Hurricane Katrina, one of the most powerful hurricanes to ever strike the United States, wreaked havoc on the Louisiana and Mississippi Gulf Coasts. The Category 4 hurricane forced hundreds of thousands of people to evacuate their homes as its' 160-mile-per-hour winds struck shore, devastating the Mississippi Gulf Coast and destroying the vast majority of New Orleans, a city that lies well below sea level.

In response to the reported devastation, the State of Minnesota began soliciting possible resources from local law enforcement agencies, fire departments, emergency medical services, and other emergency management teams to make available to the coastal region. The Minneapolis Police Department was contacted by the Minnesota Homeland Security and Emergency Management agency, asking if the department would be able to offer assistance if requested. The request was forwarded to Chief McManus and received his overwhelming support. The Minneapolis Police then began the process of organizing a Strike Force team.

A Strike Force is defined as a group of twenty-one Police Officers (ten two-officer teams and one supervisor), equipped with eleven marked Police vehicles, that must have the ability to be self-sufficient for up to five days, to include food, water, shelter, and fuel.

Minnesota organized a Task Force from four jurisdictions; the Minneapolis Police, St. Paul Police, Bloomington Police, and Ramsey County Sheriff, which included officers from the Roseville Police and Maplewood Police, in all totalling 88 officers. Additionally, Hennepin County Sheriff sent personnel to support radio communications and Minnesota DNR and Ramsey County Sheriff sent Water Patrol teams to assist with rescue operations.



Vehicle carried by storm surge.

On Monday, October 3rd, the Mississippi EMAC (Emergency Management Assistance Compact) sent out a nationwide request for available law enforcement resources for the potential need to change-out existing personnel in the hurricane area. Mississippi was advised by the State of Minnesota of the availability of four law enforcement strike teams to respond to their request. Minnesota began working on sending assistance to Mississippi through the EMAC process, but Mississippi later advised that they were being over-run by small groups of officers showing up on their own at Mississippi sites looking to help. They suspended all requests for assistance until they could determine what resources they currently had on-site.



MPD helps elderly lady, leaving food and water.

The Minneapolis Police Department, as well as the other agencies, made the decision to keep our Strike Force operational and available to respond to other requests from the Gulf Coast region. The Minneapolis Strike Force was comprised of the following personnel: Lt. Otto Wagenpfeil, Sgt. Randy Buege, Sgt. Frank Ellering, Sgt. Patricia Hellen, Sgt. Tom Peterson, Officer Tim Callahan, Officer Eric Dison, Officer Hilary Glasrud, Officer Michael Geere, Officer Rich Jackson, Officer Sean McGinty, Officer Gary Nelson, Officer Jason Okerberg, Officer Jeff Parker, Officer Aaron Prescott, Officer Scott Ramsdell, Officer Jason Reimer, Officer Brian Sand, Officer Jim Scheu, Officer Tom Schwartz, and Officer John Sheneman.

Target Corp. supplied the MPD with equipment and provisions for the deployment, including tents, cots, sleeping bags, communications equipment, GPS devices, and food. Additionally, Rosen's Tavern donated a utility trailer for transporting the gear.

After the deployment, the donated non-perishable equipment and the utility trailer became regular pieces of equipment assigned to the MPD Homeland

Katrina Strike Force, continued on page 3

THE DISCIPLINE PROCESS



2nd in a series *By Bob Kroll*

After all statements are taken in the Internal Affairs and Civilian Review process, and the investigation is complete, you may find yourself subject to attending a disciplinary panel hearing.

First for clarification, let's separate the Civilian Review hearing from a MPD hearing. In CRA investigations you may be requested to attend a panel hearing. This is much different than an actual department hearing. You are not required to attend a CRA panel hearing, but if you choose to, you will be accompanied by Federation attorney, Ann Walther. If you receive notification to attend a CRA panel hearing, email Ann at awalther@ricemichels.com and notify her of the date and time of your hearing, CRA case number, and your contact information. During a CRA panel hearing you have an opportunity to answer questions in front of a CRA panel. You are not required to answer anything and in most cases, you should not. CRA panel hearings should be discussed with Ann Walther on a case by case basis. After CRA panels are completed, all cases from CRA are forwarded to the MPD Professional Standards Division and the process for CRA and IAD cases becomes the same.

When investigations are complete, cases are assigned to a panel of three for review. The department has four different levels of severity for discipline and the rank of the panel members is determined by the severity level of the violation. The levels are –

A violation – verbal or written reprimand with one year reckoning period;

B violation – ranging from training to maximum of forty hour suspension, three year reckoning period;

C violation – ranging from training to a maximum of eighty hour suspension, five year reckoning period;

D violation – ranging from training to termination, permanent record.

Keep in mind that the discipline process is being revised continually, but this is the most current status.

When you receive notification to attend a disciplinary panel hearing through the department, you should contact a Federation representative at 788-8444 or by email. You should also call Internal Affairs at 673-3074 and request a copy of your case. Both of these steps should be taken immediately and your representative will pick up your complete case file from Internal Affairs and make a copy for you.

MESSAGE FROM PRESIDENT SGT. JOHN DELMONICO

The Roll Call is giving President Delmonico a break this month.



You should read the entire case file and meet with your Federation representative well in advance of

your hearing. Your representative will discuss what should be said by you and the rep at the hearing.

The A and B violation cases are very minor and are held at the officer's work assignment. A Federation rep is not needed for A level cases. These cases are generally held with a panel consisting of two sergeants and a lieutenant for patrol officers. With B violations, the panel is generally two lieutenants and an Inspector. For the C and D levels, the panels will consist of Inspectors and Deputy Chiefs and are usually held in the Chief's conference room in City Hall.

During the hearing, the panel will state their findings, and give the employee and the representative an opportunity to speak. Your representative will have briefed you about what should be said prior to the hearing. This is your opportunity to have the panel consider anything you have to add prior to making a recommendation for discipline. After you have told the panel anything you would like them to consider, you will take a recess and the panel will privately discuss the case. The panel will reconvene and inform the employee of their recommended discipline. This concludes the hearing and the panel forwards their recommendation to the chief of police.

The chief will review the panel's recommendations and either increase, reduce, or concur with the panel's findings and draft a letter of the actual finding of discipline. This letter will be passed down the chain of command and provided to the officer in person at the officer's work assignment. In cases of severe discipline, the officer may be on home assignment and will be called in to the chief's office to receive this final discipline. At that point the officer should again contact their Federation representative and advise them of any discipline that was imposed. The involved officer should do this immediately because the Federation has twenty days to appeal/grieve the discipline. My next article will explain the grievance process.

PAL HOURS SLATED TO RETURN

by Sgt. Jim Novak

Some time ago, the Chief approved the return of "PAL Hours," which compensate MPD employees hour-for-hour for the time they spend volunteering with the Police Activities League (PAL). There is a cap of 50 hours. The new policy has been written and approved by the Administration. PAL is awaiting implementation of the new timekeeping system, called Workforce Director. Tracking "PAL Hours" is built into the new program.



Lt. Jeff Rugel, who is taking the place of retiring Lt. Jody Nelson as director of technology services, has assured me that the system should be rolled out by the end of the year - there a few units testing it now. In the meantime, the PAL staff wishes to thank all of you who have continued to volunteer and support the program in so many ways. Your help is invaluable.

Katrina Strike Force, continued from page 1

Security and Emergency Preparedness Unit, which will allow the Minneapolis Police to continue providing this type of assistance to other cities and agencies, should the need arise again.

During the week of September 5th, Minnesota received an EMAC request from the New Orleans Police Department for law enforcement assistance. On Wednesday, September 14th, the Minnesota Katrina Joint Task Force left Minnesota to help police New Orleans in the aftermath of Hurricane Katrina.

The Task Force reported for duty in New Orleans on Friday, September 16th and was assigned to support the New Orleans Police Department Special Operations Division – Tactical Unit, doing directed patrols and tactical support in some of the areas more heavily affected by the hurricane.

Upon arrival, Minneapolis set up logistics and housing in the Paul B. Habans Elementary School playground in the Algiers section of New Orleans. The temperature was in the high 90's, with a heat index of 115 degrees and very humid, but everyone worked as a team to get set up so that the Strike Force could function and start patrols. That night, a storm came into the area from Lake Pontchartrain, threatening with 2 additional inches of rain and severe lightning. The New Orleans Police made space in the school for our team and St. Paul's Strike Force to get shelter from the storm. The two Strike Forces stayed in the compound throughout the deployment, while the Bloomington and Ramsey County Strike Forces housed in travel trailers that they brought down with them.

Our first week of assignment had Minneapolis and St. Paul working the night shift. We teamed one NOPD squad with one each from Minneapolis and St. Paul, working 1800-0600 hours as our primary assignment, then on stand-by for second out on any additional tactical call-outs from 0600-1800 hours.

The squads initially patrolled in "packs", saturating primarily the Second and Sixth Districts, until we could get into the more heavily flooded Third and Seventh Districts of the city. Our primary responsibility was watching for looters. We did some patrols using Nightvision in areas where the power-grid had not been restored, which was most of the East Bank of New Orleans for the first week. A primary hazard was roaming packs of dogs, many pit-bulls, who had become aggressive enough to attack citizens and chase vehicles. Over the weeks, we made pedestrian and traffic stops on suspicious persons and vehicles. Additionally, during the deployment, we had two tactical rolls. One was when a man



armed with a shotgun fired at a neighbor. That incident was resolved with the suspect apprehended and no injuries. The second, at a Winn Dixie grocery store where suspects had fired on a passing NOPD squad car.

That incident ended with St. Paul SWAT clearing the building and finding no one.



As we patrolled New Orleans, the devastation was almost indescribable. It looked like a cross between the aftermath of an atomic bomb detonation and scenes from a Mad Max movie. Oak trees that were hundreds of years old lay all over the streets and on structures.

Buildings collapsed from both the winds and flooding. Cars were tossed around from the flood waters. In many areas, cars were stacked on top of each other. Debris littered the entire area, from tires and looted goods, to toys and dead animals. There was a slime that covered vehicles, left from the flood waters, and there was an oily muck that covered the streets as the waters began to recede. A gray dust also covered the streets and debris, a dust that smelled salty and pungent. And, in many areas, there was the smell of rotting food and decomposition, much of which was believed to be discarded food left in shopping carts from looting raids on the local Wal-Marts, and some from human bodies not yet discovered or recovered, victims of the hurricane and subsequent tidal surge.



Shopping carts full of rotting food looted from a Wal Mart.

And, through it all, in famous New Orleans tradition, the bars and restaurants began to open up, little by little, from the French Quarter to various neighborhood joints. And the people came, too. The city was still under a repopulation ban and had curfews in place, but no one obeyed them strictly. It was great to see the city coming back to life, but it also made difficult our job of trying to catch looters.

Then, we were faced with a "new" hurricane approaching New Orleans, Hurricane Rita. The city was concerned about the stability and strength of the levee system as this storm and the accompanying rains approached and tracked in from the Gulf. As a Unit (NOPD Tactical and Minnesota Joint Task Force), we made pre-plans for dealing with the hurricane to include sheltering in place, short-distance evacuation, and long-distance evacuation contingencies. We remained dedicated to staying with this assignment, alongside the New Orleans officers. We, as a Task Force, felt strongly that the New Orleans officers had felt somewhat abandoned during the first hurricane, by their own department and some of the surrounding jurisdictions. We did not want that happen to them again.

We took all necessary and prudent precautions to protect our personnel and equipment during the approaching storm, but in the end, we were ordered by the State of Minnesota to evacuate when Rita hit shore. We evacuated on the afternoon of September 22nd to Mc Comb, Mississippi, about two hours north of New Orleans.

Katrina, continued from page 3

We were put up in a middle school gymnasium for a day or so, until it was safe to return to New Orleans.

We returned to New Orleans on the morning of September 24th, and resumed patrolling New Orleans. During that time, we continued to work primarily in the Uptown and Garden Districts of New Orleans, as well as the Lakefront area. We checked persons returning to the neighborhoods, to verify that they were from those neighborhoods. We also checked several alarm calls and cleared several unsecured businesses and dwellings. Overall, the Joint Task Force made several good arrests for looting and recovered several assault rifles.

One of the biggest parts of the job, though, was making "humanitarian" visits to elderly residents who remained during both storms. We made several food and water "drops" to residents that we encountered who could not really care for themselves. One elderly female eventually had to be removed from her apartment (see photo) on a health and welfare order placed by us and the New Orleans Emergency Medical Service.



We also went to the homes of New Orleans Police Officers who lost everything during the storms and tried to help them recover



some, but mainly throw out the majority of their worldly possessions from their homes, many of which were total losses. The NOPD has a residency requirement. Approximately 90 percent of the Officers lived in the city; thus, 90 percent were made homeless from the storms. Imagine owning a

three bedroom home and being able to save enough property and keepsakes to only fill a single garbage bag. That was witnessed over and over again.

The other major task we had was simply being visible to the citizens of New Orleans and giving them a sense of "normalcy" in their lives and city, by seeing police officers patrolling their neighborhood and making them again feel safe. For that, our deeds did not go unnoticed or unrewarded. Many times a day, every day, we were greeted by citizens with friendly waves and the sincere

MARK YOUR CALENDERS...

- ♥ November 8th, Election Day
- ♥ November 17th, General Membership Meeting, Federation Hall
- ♥ December 12th & 13th, Holiday Sale Downtown, City Hall, Room 132
- ♥ December 14th, Holiday Party, Ukranian Center



words, "Thank You". We were greeted in stores and restaurants and given hugs and kisses, many times through tears of pain and disbelief by victims of the storm. Knowing that our presence in their community was making them feel safe to return and begin the process

of rebuilding is indescribable to me, and I simply don't have a vocabulary adequate to describe what my eyes saw or what my heart felt every time I was told "Thank You" from these people, from all walks of life, all socio-economic groups, and all races.

The resilience of the NOPD and the people of Greater New Orleans is truly remarkable. For all of the "bad press" the New Orleans Police Department has received, there are hundreds of more stories of valor, dedication, and service that are untold, and will probably remain for eternity known only to God and the hero involved. There are multiple accounts of NOPD officers manning their personal boats in the early hours of the hurricane to rescue people from the rising waters and rooftops. The NOPD Tactical Unit is credited with several hundred rescues alone, using two personal flatboats and a zodiac boat. Additionally, for all of the stories of desertion on the part of members of the NOPD, the actual numbers are lower than earlier reported. But the real story is the selfless acts of that majority who stayed and served, doing a totally dirty, nasty job.



And for us, this assignment was humbling, and this experience will not be forgotten by any member of this Strike Force. We have now walked in the most earthly version of the Valley of the Shadow of Death that anyone can imagine in the Western world. We have a new sense of priorities and have a new outlook on life and on personal luck. "It", whatever that may be to an individual, can ALWAYS be worse. We've seen, felt, heard, smelled and tasted "it" in Katrina.

We all return to Minneapolis changed and better people. Not simply better Officers, but better people and members of the human race. We are appreciative of this experience, and stand ready as a Department to do this again, wherever help is needed.

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.

CHAPLAINS AVAILABLE 24/7

By Rev. Jeff Stewart, PhD

The Minneapolis Police Chaplain Corps has been working with the men and women of the Minneapolis Police Department and the citizens of Minneapolis for the last thirty-four years. During that time the chaplain corps has undergone many transformations and changes except one, the presence and ministry of Chaplain Terry Hayes, who has been with the program since its inception.



Fr. Terry Hayes and Rev. Jeff Stewart

The Minneapolis Police Chaplain Corps is a non-profit organization within the Department that is overseen by a board of directors similar to the PAL. The main purpose of the Chaplain Corps is to assist members of the Minneapolis police Department and their families and work with victims of violent crime.

All Minneapolis Police Chaplains are licensed or ordained community clergy members who have undergone an extensive background check, a series of interviews with other chaplains and chaplain board members. All chaplains are required to complete 12-16 hours of basic chaplain training. The volunteer community chaplains, Chaplain 11's, are scheduled on call 24-7 and available to assist officers on calls where their assistance is requested by the officer. On call Chaplain 11's are available to assist officers on Death notifications, DOA calls, SIDS calls, suicide calls, and/or any calls where the officer believes a chaplain is able to assist them in working with victim/survivor individuals and/or families.

Department chaplains are also available 24-7, to provide practical and spiritual counseling and consultation to police officers and their families in personal, marital, family, job-related and other problems as requested. The Minneapolis Police Chaplain Corps has a confidentially policy that does not allow the chaplain to reveal who the chaplain is meeting with or any information shared with the chaplain by any officer who comes to them for spiritual aid, advice, support, or counseling. That information is considered privileged. It cannot and will not be revealed without the individual's consent. However, it must be remembered that chaplains, like officers, are mandated reporters.

If an officer is placed on administrative leave, one of the department chaplains will try to make contact with the officer. This is to let the officer know that someone cares and provide the officer with someone that they can talk with during the leave period. This is an optional service offered by the chaplains that officers are NOT required to utilize. Because of the confidentially policy chaplains are not able to reveal any information shared during those contacts.

The Minneapolis Police Chaplain Corps also works with the Police Assistance Program (PAP) as a resource to that program. Chaplains who have been trained in critical incident stress management and as critical incident diffusers/debriefers will work with the PAP as needed. As part of a response to a critical incident a department chaplain will make a follow up contact with an officer and their family. A pastoral phone call will be made to provide support and encouragement and to let them know someone cares about their needs. The chaplain will ask if the officer or family member wishes for the chaplain to make a home visit. That service is also available at the request of the officer or family.

To contact a chaplain:

On call Chaplain 11:	612.290.0495
Chaplain 12, Rev. Dr. Jeff Stewart	612.490.2946
Chaplain 13, Rev. Terry Hayes	612.490.3128
Chaplain Office City Hall RM 212	612.673.3421

OUTSTANDING MPD STUDENT

By Harvey Meyer (Metropolitan State University)

An award-winning Minneapolis police sergeant was selected spring 2005 outstanding student in Metropolitan State University's School of Law Enforcement and Criminal Justice. Bryan Schafer was one of about 700 students receiving bachelor's or master's degrees in Metropolitan State's commencement exercises at the Minneapolis Convention Center.

"I'm hoping that going to college and getting this (outstanding student award) will provide a role model for my children," said Schafer, who lives with his wife and two children in New Richmond, Wis. He served as the Robert, Wis. Part-time police chief from 1995-2002.

Schafer is a fifth precinct sergeant who oversees 10 patrol officers. His officers won the Minneapolis Police Department's unit of the year in 2003, largely because enterprising techniques significantly curtailed precinct crime. His unit combined with another to recently earn an outstanding community service award from the Stevens Square neighborhood in south Minneapolis.

Previously, the 22-year law enforcement veteran worked as a technology-savvy Codefor officer. He used extensive computer modeling and other techniques to identify, analyze and forecast criminal activity in Minneapolis.

Before that, Schafer was a member of the fifth precinct's community response team, patrolling, investigating and enforcing so-called "livability" crimes," including prostitution, narcotics trafficking, trespassing and disturbing-the-peace activities. He earlier worked on the police department's Drug Abuse Resistance Education (DARE), and traffic units and as a third precinct patrolman.

After graduating from Alexandria Technical Institute in 1984 with an associate of arts in law enforcement, Schafer was hired as a police officer in Rawlins, Wyo., followed by a position with the Laramie County (Wyoming) Sheriff's Department. He was an honors graduate for the Wyoming Police and Minneapolis Police Academy classes.

The Winona native attributes his law enforcement passion to devotion to community service. "Just about everyone I know said they got into police work to help people," he said. "But sometimes, after you've been doing this awhile, you can lose sight of that. But you should never lose your compassion for people; it's all about serving the community."

Schafer said a project he completed at Metropolitan State examined how the public's perception of law enforcement officers affected their performance; the findings are being considered for print in a law enforcement publication. He is also considering pursuing a graduate degree at Metropolitan State and hopes to teach part time eventually at the university.



Address
Label
Goes
Here

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

THE ROLL CALL

FEDERATION STORE FEATURED ITEMS



Navy/White MPD Mock
Turtleneck \$25.00.



Ladies' V-Neck Long Sleeved T-Shirts
(in white & navy) \$23.00.



2006 Blue
Plastic Mug
for \$8.00.
Coming soon
are our White
Frosted
Steins. they
will be
\$15.00.

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
Lyll Delaney, Treasurer (612) 788-0668
treasurer@mpdfederation.com
Ron Stenerson, Director (612) 788-1189
director1@mpdfederation.com
Jeff Jindra, Director (612) 788-1279
director2@mpdfederation.com
Sherral Schmidt, Director (612) 788-0696
director3@mpdfederation.com
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
eewald@mpdfederation.com
Deb Fields, Roll Call Editor (612) 788-8444
dfields@mpdfederation.com

