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September 25, 2008

Chief John Harrington
St. Paul Police Department
367 Grove Street
St. Paul, MN 55101

RE: Tattoo Policy

Dear Chief Harrington:

The Police Federation has learned that the Department is instituting a policy prohibiting officers from having tattoos on their scalp, head, face or neck area, and tattoos that cover more than 25% of any exposed body area. The Department intends to enforce the policy against all officers, including those who currently have tattoos that would violate the new policy.

The Federation does not object to the policy's requirement prohibiting obscene or disparaging tattoos. However, the policy prohibits all tattoos on officers' head, face or neck area, and all tattoos that cover more than 25% of any exposed body area, regardless of content and regardless of whether the tattoo was previously allowed.

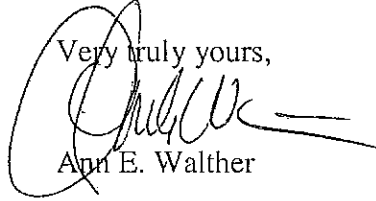
While the policy does provide that tattoos that are prohibited under the policy may be "concealed at all times while on duty or wearing the St. Paul Police Uniform," concealment will not be possible in certain circumstances. Tattoos on the face, neck, head and scalp are not capable of constant concealment. Further, per Department policy, summer (short-sleeved) uniforms are required, which means that prohibited arm tattoos may be exposed.

As you know, employers are required to meet and negotiate in good faith over the implementation of policy which impacts the terms and conditions of members' employment. While the Federation acknowledges that some grooming policies are not negotiable, this policy's impact upon our employees is significant. Because concealment of some of the prohibited tattoos may not be possible, compliance with the policy would require tattoo removal. Thus, unlike a policy prohibiting long nails or facial hair, this policy requires an employee to choose between his/her job and undergoing the expense and intrusion of the process of removing a tattoo that was heretofore allowed. Therefore, it is the Federation's position that the City is required to meet and negotiate with the Federation over the implementation of the tattoo policy prior to its implementation and before any adverse employment action is taken against any employee considered to be in violation of the policy.

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Please contact Dave Titus as soon as possible to set up a meeting to negotiate over the implementation of the tattoo policy. If you have any questions, please do not hesitate to call.

Very truly yours,

A handwritten signature in black ink, appearing to read "Ann E. Walther", with a long horizontal flourish extending to the right.

Ann E. Walther

cc: Dave Titus