



CITY OF SAINT PAUL
Christopher B. Coleman, Mayor

400 City Hall Annex
25 West Fourth Street
Saint Paul, Minnesota 55102-1631

Telephone: 651-266-6500
Jobline: 651-266-6502
Facsimile: 651-292-7656
www.stpaul.gov

October 25, 2007

Christopher Wachtler, Attorney
Collins, Buckley, Sauntry & Haugh, PLLP
West 1100 First National Bank Building
332 Minnesota Street
Saint Paul, MN 55101-1379

David Titus
St. Paul Police Federation President
327 York Avenue
Saint Paul, MN 55101

Re: Working out of Classification Grievance (4/27/07), Incapacitation Grievance (8/30/07);
Settlement Offer

Dear Mr. Wachtler and Mr. Titus:

This letter is in response to the numerous meetings and conversations held regarding the above issues. In an effort to avoid the time and expense of arbitration, the Saint Paul Police Federation and City of Saint Paul agree to the following:

- The "acting" individuals discussed at Step 3 of the Working out of classification grievance will be promoted. However, some of these individuals will be subject to immediate layoff from the promoted positions. (See attached list for specific individuals)
- The "Officer(s)" (total of two) performing "holdbooks" in Narco will be compensated as "Narcotics Agent" at a rate of \$1.50/hour above his/her base rate effective on the start of the pay period immediately following the signing of this settlement. This specific article will be added to the 2008 collective bargaining agreement.
- No other Officers in any other capacity will perform "holdbooks," however, POR, Gangs and other units outside of patrol assignments officers shall continue to conduct interviews as they are currently doing. These officers will not be assigned a case load.

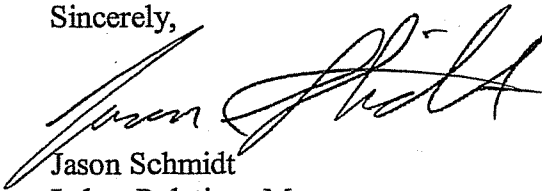
An Affirmative Action Equal Opportunity Employer

Christopher Wachtler/Dave Titus
Working out of Classification Grievance (4/27/2007)
Incapacitation Grievance (8/30/2007)
Police Trainee Overtime Issue – Settlement Offer
October 25, 2007
Page Two

- Any “Officer” who performs a “secondary interview” of a suspect who is in custody post booking or in a police facility related to a open case that is assigned to a Sergeant shall have this interview monitored in real time. The monitoring will be done by any person rank of Sergeant or above, either by being in the interview, or via real time audio or video. Field interviews associated with open investigation maybe done by anyone the rank of police officer or above, without the need for monitoring by a ranking officer. The report which is written as a result of a “secondary interview” conducted in the field must be reviewed by the investigator assigned to the case.
- “Officers” writing warrants must have the document reviewed by a supervisor; and the supervisor must document this review in a supplemental report.
- Although the City has an absolute management right to do so, the City agrees to end its practice of requiring the use of accrued vacation and compensatory time prior to the implementation of Incapacitation benefits for Officer Mueller and affected individuals from the date of signing of this document forward.
- This agreement settles all issues raised by the Out of Classification and Incapacitation grievances.
- This agreement sets no precedent.

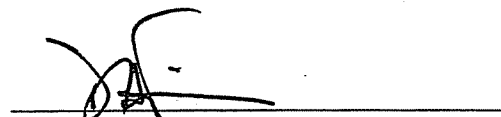
If you agree to the above settlement, please sign and return one of the two copies of this letter to me. Thank you.

Sincerely,



Jason Schmidt
Labor Relations Manager

I agree to the above settlement.



David Titus, President
Saint Paul Police Federation

Date: 10-26-07

cc: John Harrington, Police Chief
Nancy DiPerna, Assistant Police Chief
Steve Frazer, Commander
Timothy Flynn, Commander
LeeAnn Turchin, Acting Human Resources Director
John McCormick, City Attorney