

DEPARTMENT OF POLICE  
Thomas E. Smith, Chief of Police



CITY OF SAINT PAUL  
Christopher B. Coleman, Mayor

367 Grove Street  
Saint Paul, Minnesota 55101

Telephone: 651-291-1111  
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June 24, 2010

Andrew Shoemaker  
367 Grove Street  
Saint Paul, MN 55101

Dear Officer Shoemaker:

This letter is to notify you of my intent to suspend you without pay for (30) Thirty (8) eight-hour days (240 hours total). You will serve (15) fifteen eight-hour days and (15) fifteen days will be held in abeyance for no same or similar for two years. This is from the meeting that you had with Chief Harrington and Federation President Titus. The date of your suspension will be determined by your Commander. The reason for the suspension is as follows:

These incidents involved your actions over the period from 2001 to May of 2009, while you were assigned to the Minnesota Gang Strike Force and later the Metro Gang Strike Force (GSF). You were not named as a suspect in any criminal incidents after an Audit and review of the practices of the GSF. The GSF in its two forms had operating procedures that incorporated the policies and procedures of the home department from which the Task Force Officers were assigned. There were no rules or procedures in the Gang Strike Force that would take precedence over the operational procedures of the Saint Paul Police Department.

Upon your return to the Saint Paul Police Department, numerous allegations of multiple violations of policy were made. The Saint Paul Police Department initiated an Internal Affairs Investigation into your actions during your time assigned to the GSF. After the investigation (IAU Case Number 09-0906) the case was reviewed by both Internal Affairs Staff and then by me. I concur with the findings of sustained Improper Procedure and Improper Conduct.

This case concerns violations occurring over an extended time period and nine separate incidents. These matters are documented in the Internal Affairs Case summary. Please see IAU Case # 09-0906 for details. The following violations occurred:

Improper Procedure:

- You claim to have turned narcotics into the Saint Paul Crime Lab but no record of narcotics had been submitted into them.
- You failed to accurately document recovery of narcotics. While a GSF report was written as an informational report there was no documentation of the recovery of evidence.
- You appeared to document the wrong item numbers for a case which created two pieces of evidence for the same item number in the same case.
- You inaccurately documented the cross referencing of case numbers between SPPD cases and GSF cases.

Improper Conduct

AA-ADA-EEO Employer

- You failed to turn in felony level controlled substances into either a property room or crime lab that can accept this type of evidence.

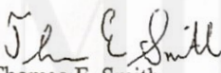
Internal Affairs investigated a complaint of Improper Procedures and Improper Conduct (09-0906) in which you were the principal. The investigation found that your actions were not within policy and may have created both procedural and evidence issues with not only your cases but the cases of others. The actions demonstrated in this incident are in direct violation of General Order (G.O.) 150.09, Attention to Duty; General Order 230.20 (24) Failure to Inventory; G.O. 439.08 Crime Lab Property/Evidence Procedures; G.O. 230.20 Failure to perform duty imposed by law, City Charter or Department General Orders; G.O. 150.02 Conduct Unbecoming an Officer; G.O.; 416.00, Purpose of Reports, and City of Saint Paul Civil Service Rule 16.B (5), sub 5 and 9, Conduct Unbecoming a City Employee.

Your failure to follow procedures on criminal cases is an example of the type of poor police work that resulted in the Gang Strike Force being dismantled. The extensive negative media coverage of the Task Force has cast doubt on the abilities of law enforcement in general and will create issues for years to come.

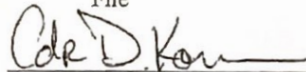
Your conduct was not only improper for that of a Saint Paul Police Officer, but also demonstrated poor judgment and the inability to manage your time, cases or information. It is my hope that you will reflect on your actions and resolve to exercise better judgment and skills. Future acts of the same, or similar behavior, will result in increased discipline up to and including termination

Based on the meeting on June 11, 2010, with Chief Harrington, you and Federation President Titus; with the reduction in suspension time, you have agreed to waive your right to appeal this discipline.

Sincerely,

  
Thomas E. Smith  
CHIEF OF POLICE

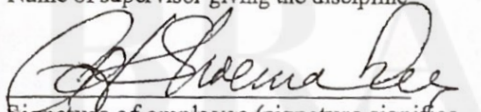
cc: Assistant Chief Kathy Wuorinen,  
Commander Paul Iovino  
John McCormick, Office of the City Attorney  
Labor Relations  
Personnel Unit  
Internal Affairs  
File



Name of supervisor giving the discipline

6-29-10

Date



Signature of employee (signature signifies agreement of discipline and waiving right to appeal)

6/29/10

Date

Send a signed copy back to Chief Smith and Personnel

07-09-10P12:56 RL