
POLICE CONDUCT OVERSIGHT COMMISSION

Case Summary Data #3

January 2015

OVERVIEW

Officer 1 failed to report to OPCR mediation.

THE COMPLAINT

1. Violation of the Minneapolis P & P Manual: Officer 1 failed to report to OPCR Mediation.

THE OPCR AND MPD POLICIES

1. OPCR § 172.20(8) Violation of the Minneapolis P&P Manual
2. MPD P&P § 2-109 (III)(B) OFFICE OF POLICE CONDUCT REVIEW (OPCR): Sworn employees receiving notice from the OPCR to arrange for an interview or mandatory mediation shall comply with such requests in a timely and professional manner.
3. MPD P&P § 7-121: EMAIL: MPD employees shall check their assigned City e-mail account at least once per shift while on duty, during scheduled work hours, when there is reasonable access to a computer.

COMPLAINT PROCESSING

A complaint was opened by the joint supervisors in response to Officer 1 failing to report to mediation. The joint supervisors determined that the complaint should be sent to the precinct for coaching. Completed and approved coaching documents were returned to OPCR.

EVIDENCE

1. Mediation notice was sent to Officer 1.
2. Completed and approved coaching documents.

SUMMARY OF EVIDENCE

Mediation notice

A mediation notice was sent via email to Officer 1. The read receipt indicates that Officer 1 read the email a week after it was sent, which was after the date of the scheduled mediation.

COACHING

Coaching Documents

Coaching documents were sent to the precinct. On the initial coaching documents, the policy violation was listed as:

MPD P&P § 2-109 (III)(B) OFFICE OF POLICE CONDUCT REVIEW (OPCR): Sworn employees receiving notice from the OPCR to arrange for an interview or mandatory mediation shall comply with such requests in a timely and professional manner.

The Supervisor completed the coaching documents. In the documents, it indicates she spoke with Officer 1. According to Officer 1 the email arrived between days off and assignment on a detail. Officer 1 told the Supervisor that he made attempts to contact the correct parties once he saw the email. The supervisor determined that no further action was needed, and no policy violation had occurred.

On review of the Supervisor's decision, it was determined that there was a policy violation. According to a separate memorandum from the Office of Professional Standards, Officer 1 violated MPD P&P § 7-121 by failing to check his email at least once per shift while on duty, during scheduled work hours, [and] when there is reasonable access to a computer.