

admitted to using Officer Gregory's card was Felicia Taylor but according to the Performance sheet the following cashiers also swiped his rewards card:

#205 Tracey Farrell  
#113 Zsa'neen Pigue  
#105 Antonne Walker  
#119 Rita Williams  
#273 Renee Perez  
#210 Joseph Nelson  
#104 Mark Rollen  
#259 Gerrell Hawthorne  
#288 Connie Murphy

On 6/17/2013 at approximately 1034 hours, I called Felicia Taylor and she agreed to give me a statement over the phone.

On 6/19/2013 I contacted Minneapolis City Attorney Mary Ellen Heng and asked if I should attempt to contact the other cashiers that had used officers Gregory's card and she said that I should because they may have more information than what has already been obtained. I then sent an e-mail to Jackie Bloden asking for the contact information for the other cashiers that had used Officer Gregory's Cub Rewards card. I received a response e-mail from Jackie Bloden with 6 cashiers names and addresses. I sent an email back asking for the contact information for the others on the list and was advised that these first 6 were the cashiers that were fired for improperly using the Rewards cards. I then attempted to contact the list of 6 that she sent me. I called Rita Williams at 612-245-0677 and left a message for her to call me back to get a statement or talk to her. I called Andy Richards at 763-533-5484 but that is a bad number or disconnected. I called Antonne Walker at 612-462-6350 but there was no voicemail to leave a message. I called Raul Flores and left a message for him to call me. I called Zsa'neen Pigue at 612-245-0033. She said she would tell me what happened but did not want to give a statement. I called Tracey Farrell at 612-377-5649 and the number is a bad number or disconnected.

On 6/20/13 I returned to work and had another e-mail from Jackie Bloden regarding the other employees information. I checked the Fuel Rewards Performance sheet and found that all of the transactions from the second group of cashiers were smaller and there was only one transaction every once in awhile using Officer Gregory's card. According to Jackie Bloden, these cashiers were not part of the internal investigation because they did not have multiple transactions for a single card. I called Renee Perez at 612-522-7766 and she said that she has never used anyone's card improperly and did not know the improper card usage was happening. I called Joseph Nelson at 763-587-8602 and he did not know the improper card usage was going on until after the other cashiers were fired and then he found out. He has never used a rewards card improperly. I called Mark Rollen at 612-655-5467 and left a message for him to call me. I called Gerrell Hawthorne at 612-242-1472 and left a message for her to call me. I called Connie Murphy at 612-521-4447 and left a message for her to call me.

I attempted a second call to Rita Williams and her phone no longer accepts calls as of 6/20/13. I attempted a second call to Antonne Walker and his phone is no longer in service. I attempted a second call to Raul Flores and left him a second message to call me back. It appears that some of these cashiers do not want to talk as their numbers worked on 6/19/13 when I called them and on 6/20/13 they are out of service.

On 6/21/13 I had a message from Connie Murphy at 612-521-4447. I returned the call and left a message. Connie Murphy called me back and talked to me.

On 6/24/13 this case was presented to the Minneapolis City Attorney for review of charges. I was advised that the case would be sent to the St. Paul City Attorney since the case involves a city employee. On 7/11/13 I received an email from Mary Ellen Heng, Minneapolis City Attorney, advising that St. Paul had declined charges and included the decline notes from St. Paul City Attorney Tamara Larsen which stated, "Proving intent would be difficult - card terms don't prohibit using your card for another's purchase. Employees stated they didn't know it was against policy and didn't intend to cause loss to company. One employee stated she did it in order to give the discount to customers as good customer service. She also said she asked the defendant for his card, he didn't initiate. The cards are also free and the company would have to grant reward if customers had the free card."

I notified **13.43 - Personnel Data** and DC Glampe regarding the declination. It was later determined that I should have Officer Gregory come in for a Garrity statement. I contacted Officer Gregory to advise him of the declination and to determine when he could come in for his statement. He contacted me and said he was off on 7/17/13 but would come in for no overtime just to get his statement done. He came in and I took his statement.

**Officer William Gregory statement summary:**

Officer William Gregory provided a statement in the Internal Affairs Unit office on 7/17/2013. Officer Gregory said that he was employed by Cub Foods between Nov 2012 and June 2013 as security. He was approached by a store employee and offered the Cub Foods Rewards card and he gave the employee his information and the employee gave him the card and told him it could be used for any purchases at Cub Foods. He admitted that he did not read the terms and conditions because the employee didn't say anything to him about them.

He did allow Cub Foods employees to use his Rewards cards for purchases that were not his but didn't know it was against policy. The night manager was the one that had approached him and asked him to use his card and he thought since the manager was asking him that this was okay to do. He has never asked anyone to swipe his card. He said that if he had known that it was against policy he would not have allowed them to swipe his card.

**Civilian Felicia Taylor statement summary:**

On 6/17/2013 Felicia Taylor talked to me over the phone but did not want to give a taped statement. Felicia Taylor admitted to working at Cub Foods and approaching other employees and Officer Gregory and asking them if she could swipe their card for purchases where people did not have a rewards card. She did not know how many times she swiped Officer Gregory's card and could not give an estimate. She said that she asked him for his card every time she swiped it. She said she did not realize it was against company policy until she was confronted about it and then terminated. She said that she did not intend to harm Cub Foods or steal from Cub Foods and she thought she was just helping out Officer Gregory and the others when she swiped their cards.

**Civilian Zsa'neen Pigue statement summary:**

On 6/16/2013 Zsa'neen Pigue agreed to talk to me over the phone but did not want to give a taped statement. Zsa'neen Pigue said that Felicia Taylor had collected other employee's cards and was swiping them and that she had swiped some other employee's cards included Officer Gregory's card. She did not know how many times she had swiped Officer Gregory's card but he did not ask her to swipe his card. She did not know that this was not acceptable until she was fired for doing it.

**Civilian Connie Murphy statement summary:**

On 6/21/2013 Connie Murphy said that she only works days after 0600 hours so any use of Officer Gregory's card had to be after that time. Connie Murphy said she has never used someone's card for another customer's purchase because she needs her job and it is not worth it. She said she didn't know what the night crew was doing with the cards until after they were let go and then she found out.

**Civilian Renee Perez statement summary:**

On 6/20/13 Renee Perez said that she has never used anyone's card improperly and did not know it was going on.

**Civilian Joseph Nelson statement summary:**

On 6/20/2013 Joseph Nelson said that he did not know the improper use of the cards was going on until after the other cashiers were fired because of it.

**Summary of Facts**

- Officer William Gregory admitted working part time at Cub Foods from November 2012 to June 2013.
- Officer William Gregory admitted to allowing Cub Foods Employees to use his Cub Foods Reward Card for other customer purchases.

- Officer William Gregory did not know the use of his card for other customer purchases was improper, and only allowed the use when a manager approached him to use it.
- Officer William Gregory did obtain a monetary gain from this use of his card, but the exact amount cannot be determined and the gain was not something he intended but only accepted from management.
- Officer William Gregory **did not** initiate using his card for others purchases or use his authority to intimidate others into using his card
- Cub Foods is admittedly giving the reward to each purchase and it ultimately does not matter who gets the reward
- The St. Paul City Attorney declined charges because proving intent is difficult when The Terms and Conditions of the Cub Rewards Card **do not prohibit** using the card for another's purchase, the officer didn't initiate the use and the card is free and the company would have to grant the reward to every customer if they used a card.
- Cub Foods is not pursuing charges against any of the fired employees.

The allegation in case is that Officer William Gregory used his Cub Rewards Card improperly and gained a monetary value that he used to save money on gas purchases. The allegation falls under the listed Policy and Procedures:

#### **5-102 CODE OF ETHICS (08/01/91)**

(A-D)

All sworn and civilian members of the department shall conduct themselves in a professional and ethical manner at all times and not engage in any on or off-duty conduct that would tarnish or offend the ethical standards of the department. Employees shall abide by the City's Ethics in Government Policy, Chapter 15. (05/23/07)

#### **5-105 PROFESSIONAL CODE OF CONDUCT**

(A-D)

3. Officers shall use reasonable judgment in carrying out their duties and responsibilities. They need to weigh the consequences of their actions. (04/01/05) (05/03/05)

Respectfully submitted,

Sgt. Bradley Simonson  
Internal Affairs Unit

**NOTICE OF DISCIPLINE**  
**13.43 - Personnel Data**

March 13, 2017

Officer William Gregory  
Fourth Precinct  
Minneapolis Police Department

RE: #13-99

Officer William Gregory,

As a result of the Settlement Agreement following grievance #13-14, the final discipline for IAU Case #13-99 is as follows:

<u>Policy Number</u>	<u>Sub-Section</u>	<u>Policy Description</u>	<u>Category</u>	<u>Disposition</u>
5-102		Code of Ethics	C	<u>SUSTAINED</u>
5-105		Professional Code of Conduct	C	<u>SUSTAINED</u>

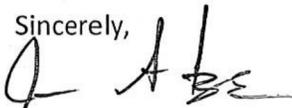
**13.43 - Personnel Data**

**13.43 - Personnel Data** two Category C violations; 30 hours unpaid suspension.

This case will remain in IAU files per the record retention guidelines mandated by State Law.

Be advised that any additional violations of Department Rules and Regulations may result in more severe disciplinary action up to and including discharge.

Sincerely,



Jason Case  
Commander  
Internal Affairs Division

CC: Personnel file  
IAU  
Deputy Chief of Professional Standards