

**MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS DIVISION**

COMPLAINT INFORMATION					
Case Number	Precinct	MECC - CCN	Date of Incident	Time	Date of Complaint
15-23901	3	15-400287	10/26/2015	2224	12/14/2015
Location of Incident			City/State/Zip		
Hiawatha Av/E 26 th St			Minneapolis, MN		
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
13.43					
Home Address			City/State/Zip		Primary Telephone
BADGE/NAME			ALLEGED POLICY VIOLATIONS		
Off. Robert Thunder #7232			MPD P&P § 7-403 VEHICLES – EMERGENCY RESPONSE		
ALLEGATION SUMMARY					
It is alleged that on 10/26/2015, Officer Thunder was driving an MPD squad and was responding to assist another officer. While driving the squad with emergency lights on continuously, and siren on intermittently, Officer Thunder drove his squad, without due consideration for the safety of the public, into the intersection of Hiawatha Av/E 26 th St against a red light and struck another vehicle in the intersection. The crash resulted in minor injuries to himself, his passenger, Officer Trebesch, and to one occupant of the vehicle which was struck.					
SUPERVISOR ASSESSMENT			PRELIMINARY RECOMMENDATION		
INVESTIGATIONS <input type="checkbox"/> Preliminary Investigation <input checked="" type="checkbox"/> Admin Investigation			<input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis for Complaint <input type="checkbox"/> Closed Pending Further Information <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Refer to Precinct <input type="checkbox"/> Cleared by Exception <input type="checkbox"/> Policy Failure <input type="checkbox"/> Other		
FINAL APPROVED INVESTIGATIVE REPORT <input checked="" type="checkbox"/> Refer to Deputy Chief of Professional Standards					
IAU Command [REDACTED]					Date 3/29/16

Investigative Summary

Complaint Number: 15-23901

Investigator: Sergeant Aaron Prescott

Officer (s): Officer Robert Thunder #7232

Case Type: Administrative

Date of Incident: 10/26/2015

Complaint Filed: 12/14/2015

CASE OVERVIEW

On October 26th, 2015, Officers Thunder and Trebesch were assigned to squad 331 with Officer Thunder driving and Officer Trebesch the passenger. They were responding to assist another officer when Officer Thunder entered the intersection of East 26th Street/Hiwatha Avenue against a red light and struck an Audi station wagon. The crash resulted in property damage and minor injuries. At the time of the crash, the squad's emergency lighting was on and the siren was allegedly being operated in an intermittent manner.

POLICY

7-403 VEHICLES - EMERGENCY RESPONSE

ALLEGATIONS

Allegation 1: It is alleged that Officer Thunder failed to use his siren in a continuous manner while engaged in emergency driving and failed to exercise caution and due consideration for the public when he entered the intersection of East 26th Street/Hiwatha Avenue and struck another vehicle.

Key Issues:

Issue 1: Was Officer Thunder engaged in emergency driving?

Issue 2: If Officer Thunder was engaged in emergency driving, was he operating his siren in a continuous manner?

Issue 3: Did Officer Thunder exercise caution and due consideration for the public when he entered the intersection against a red light.

CASE INVESTIGATION

There were several documents associated with this case. Included was CAPRS offense report 15-400287 which was authored by Officer Thunder and lists the offense as SQUADA (MPD squad accident). It lists the offense time as October 26th, 2015 at 22:24 hours and location of East 26th Street/Hiawatha Avenue.

Accident Review Committee Memo

This case was initiated after a referral from the MPD Accident Review Committee, which per MPD Policy and Procedure reviews all MPD involved motor vehicle crashes. The Review Committee submitted a memo to IAU which included a short summary of the incident, a finding that the accident was preventable, that there was a probable violation of MPD Policy and Procedure, and a recommendation of referral to IAU for investigation.

Review of Officer Thunder's Supplement

Officer Thunder entered supplement 3 to the report. In his supplement, he was working with Officer Trebesch, assigned to marked squad 331, and was driving the squad. At approximately 2220 hours, they responded to assist off-duty squad 6305 who had asked for assistance in apprehending a person with an outstanding felony warrant at 2432 Ogema Place¹. Officer Thunder states they were north bound on Hiawatha Avenue with overhead lights on and using the siren "sparingly" so as to not alert squad 6305's suspect. He states he used the siren south of 26th Street on Hiawatha Avenue because he saw multiple vehicles at the intersection and then turned the siren off when all of the northbound cars had moved to the right and cleared the left turn lane².

Officer Thunder goes on to explain that as they approached 26th Street, he saw a white station wagon crossing Hiawatha Avenue, about to turn south onto Hiawatha. Officer Thunder attempted to stop as they entered the intersection, the squad then skidded into the intersection and struck the station wagon in the driver's side door with the front of the squad. Officer Thunder estimated his speed upon impact to be 20 to 25 miles per hour³.

The crash caused the squad's airbags to deploy. Officer Thunder stated that he had soreness to his right hand and stiffness to his back. He completed an injury on duty form (hereafter referred to as an IOD form) and went to Hennepin County Medical Center for evaluation⁴.

Review of Officer Trebesch's Supplement

Officer Trebesch completed supplement 5. His supplement states that he was working with Officer Thunder as squad 331 and gave the squad P number 76758⁵. Officer Trebesch states that they

¹ CAPRS Report Supplement 3 Paragraph 1

² CAPRS Report Supplement 3 Paragraph 2

³ CAPRS Report Supplement 3 Paragraph 3

⁴ CAPRS Report Supplement 3 Paragraph 4

⁵ City Fleet assigns every vehicle with a unique number so it can be identified and tracked regardless of where that vehicle is assigned or what squad number it is given. Within the Police Department, this number is known as a "P number" and is used to identify police vehicles in issues regarding fleet, accidents, maintenance, and MVR recordings.

responded to assist squad 6305 and that the information they were receiving indicated that squad 6305's suspect was on a bicycle. Squad 6305 requested that squads approach from multiple directions indicated that the suspect was going to flee from the police⁶. While responding, Officer Trebesch heard over the radio that squad 6305 was now chasing the suspect⁷.

Officer Trebesch's supplement explains that they were responding north bound on Hiawatha Avenue and as they were approaching 26th Street in the left turn lane, a white station wagon crossed Hiawatha west bound and stopped in front of them. The squad then skidded through the red traffic light and struck the station wagon in the driver's door⁸. The collision caused the front airbags to deploy. Officer Trebesch suffered pain in his legs and stiffness in his back. He submitted an IOD form and went to Hennepin County Medical Center for evaluation⁹. Officer Trebesch's supplement states he spoke with both the driver of the station wagon, Larry Luangrath, and the station wagon's front passenger, Christopher Knopf and both told him they were "okay", however Luangrath was later transported to the hospital by ambulance for evaluation¹⁰.

Review of Supplement of Lieutenant Hudok

Lieutenant Hudok responded to the scene of the crash as the MPD accident investigator. He completed supplement 6 in the report. Lieutenant Hudok's supplement states that when he arrived on scene, he spoke with the driver of the station wagon, Luangrath, who was in an ambulance. Luangrath stated to him that he was traveling west bound on 26th Street and was making a left turn onto south bound Hiawatha Avenue when he was struck by the squad. Luangrath told Lieutenant Hudok that he did not see the traffic signal pre-emption indicator light flashing and did not immediately see the squad's emergency lights. He also told Lieutenant Hudok that he had one beer approximately one and a half hours prior to the crash, Lieutenant Hudok stated he saw no signs of impairment¹¹.

In his supplement, Lieutenant Hudok described the damage to the squad as being to the front end and severe. He described the damage to the station wagon as moderate to severe and to the driver's side door area¹². The road condition was clear, level, and dry, with the intersection well lit, and the controlling traffic signals were working properly¹³. Lieutenant Hudok photographed the scene and vehicles involved and completed a state accident report.

Review of Supplement of Officer Womble

Officer Womble responded to the scene of the crash and entered Supplement 1 in the CAPRS report. In his supplement, he states he spoke with the driver of the station wagon, Luangrath, and the passenger, Knopf. Officer Womble notes that Luangrath told him he heard the siren before impact and that Knopf told him he heard the siren "late"¹⁴.

⁶ CAPRS Supplement 5 Paragraph 1

⁷ CAPRS Supplement 5 Paragraph 2

⁸ CAPRS Supplement 5 Paragraph 2

⁹ CAPRS Supplement 5 Paragraph 3 and 7

¹⁰ CAPRS Supplement 5 Paragraph 4 and 5

¹¹ CAPRS Supplement 6 Paragraph 1

¹² CAPRS Supplement 6 Paragraph 3

¹³ CAPRS Supplement 6 Paragraph 6

¹⁴ CAPRS Supplement 1 Paragraph 3-4

Review of State Accident Reports

Both Lieutenant Hudok and Officer Trebesch completed state accident reports. Lieutenant Hudok was contacted regarding the two reports and determined that this was likely the result of miscommunication between himself and Officer Trebesch¹⁵. The reports are substantially the same with Officer Trebesch's report adding witnesses. In the narrative section of his accident report, Officer Trebesch states that the squad was responding to a police call with emergency lights and siren on until the squad was close to the call when the siren was shut off for "tactical advantage"¹⁶.

Review of AVL Data

Automated vehicle locator (hereafter referred to as AVL) data for squad 331 for October 26, 2015 was obtained for this case. This data represents a particular squad's location, heading, and speed at a given time. The AVL data for squad 331 showed they were assigned the call to assist squad 6305 at 22:20:27 hours when they were at East 42nd Street/34th Avenue South. The AVL data shows their subsequent path of travel progressing northwest up Hiawatha Avenue towards the area of squad 6305's call. It also shows their speed rising, reaching a maximum speed of 93 miles per hour at Hiawatha Avenue/East Lake Street before stopping at Hiawatha Avenue/East 26th Street.

Statement of Officer Trebesch

An interview was conducted with Officer Trebesch where he gave a statement as a witness officer to IAU on February 3rd, 2016. This interview was conducted pursuant to MPD Policy and Procedure and was preceded by a Garrity warning.

During his statement, Officer Trebesch stated that on October 26th, 2015, he and Officer Thunder were assigned to call sign 331 and were using marked squad 331, P number 76758, which was a fully marked Ford Explorer MPD squad with exterior light bar. He stated that he was the passenger at the beginning of the shift and that he and Officer Thunder conducted a pre-shift equipment check of the squad and found the equipment to be in good working order. He conducted the pre-shift check of the of the mobile video recorder (hereafter referred to as MVR) and found it to be in good working order¹⁷.

Officer Trebesch stated that at approximately 2224 hours, they responded to assist squad 6305. He stated that when they first began their response, they were on Hiawatha Avenue south of Lake Street and that initially they responded in a routine manner, or Code 2, and then changed their response to using emergency lights and siren after they heard squad 6305 was chasing their suspect¹⁸. Officer Trebesch stated that Officer Thunder, being the driver of the squad at that time, was responsible for operating the emergency lights and siren¹⁹. As such, Officer Trebesch knew that their exterior emergency lighting was on but did not know what level of lighting, or position the emergency lighting switch was on²⁰ or if the squads pre-emption device was on^{21 22}. He said that the siren was used but in an intermittent fashion²³.

¹⁵ In general, only one accident report should be filed for a given motor vehicle crash. For MPD squad accidents, it is standard procedure for the MPD accident investigator to complete the accident report.

¹⁶ Officer Trebesch's State Accident Report – Narrative Section

¹⁷ Officer Trebesch Q&A page 2 line 14 to page 3 line 35

¹⁸ Officer Trebesch Q&A page 4 lines 1-31

¹⁹ Officer Trebesch Q&A page 6 lines 2-21

²⁰ The emergency lighting control switch is a lever/slider style switch with an off position and three on positions. On position one, the switch turns on rear flashing lights only. Position two turns on flashing lights to the front and rear. Position three turns on flashing lights to the front and rear as well as the MVR and pre-emption device. On many

Officer Trebesch stated that as they approached 26th Street on Hiawatha Avenue, they were in the left lane and traveling at approximately 30 miles per hour at approximately where the Sabo Pedestrian Bridge crosses Hiawatha Avenue²⁴. This is approximately 480 feet south of the intersection of 26th Street/Hiawatha Avenue²⁵. As they approached the intersection, Officer Trebesch saw traffic in the north bound lanes stopped for a red light at 26th Street. As they proceeded north with emergency lights and siren on, the stopped northbound traffic moved to the right out of the left turn lane giving them a clear path to the intersection²⁶. Officer Trebesch stated that at some point before crossing the intersection, Officer Thunder turned the siren off²⁷. While in the left turn lane and approaching the intersection, the station wagon crossed their path in the intersection coming from the east and making a turn to southbound Hiawatha Avenue. Officer Thunder's response was to brake hard causing the squad to skid into the intersection where it struck the station wagon. Officer Trebesch stated that he believed the siren was not on immediately before the crash²⁸.

Officer Trebesch stated that there was no MVR video of the crash that he was aware of. He further explained that the MVR would have come on if the emergency lighting switch was turned to position three²⁹.

Statement of Officer Thunder

On February 6th, 2016, Officer Thunder provided a statement during an interview with IAU. This interview was conducted pursuant to MPD Policy and Procedure and was preceded by a Garrity warning.

In his statement, Officer Thunder stated that on October 26th, 2015, he and Officer Trebesch were assigned to squad 331 and that he was the driver at the beginning of the shift. He also verified that a pre-shift equipment and MVR check was conducted, that no defects were found, and the MVR was found to be in good working order³⁰. He said that when they responded to the call to assist squad 6305 they were at 42nd Street/Hiawatha Avenue and began their response as a Code 2 response using his siren intermittently to move traffic³¹. He further stated that he was responsible for operating the emergency lights and siren³². Officer Thunder showed a similar understanding of how the emergency lighting and siren control operate as Officer Trebesch, with position three on the emergency lighting switch causing the lights to flash faster and activating the MVR and pre-emption device³³.

²¹ A traffic signal pre-emption device, often known by the commercial brand name Opticom, is a device on an emergency vehicle which emits a signal to receivers on traffic lights which change those lights to green for the approaching emergency vehicle, and stops cross traffic, allowing for a more safe emergency driving situation.

²² Officer Trebesch Q&A page 7 lines 22-24

²³ Officer Trebesch Q&A page 7 lines 15-20

²⁴ Officer Trebesch Q&A page 8 lines 15-17

²⁵ As measured on Google Maps.

²⁶ Officer Trebesch Q&A page 8 line 25 to page 11 line 21

²⁷ Officer Trebesch Q&A page 10 lines 12-25

²⁸ Officer Trebesch Q&A page 12 line 5 to page 13 line 21

²⁹ Officer Trebesch Q&A page 15 lines 5-15

³⁰ Officer Thunder Q&A page 2 line10 to page 3 line 27

³¹ Officer Thunder Q&A page 4 lines

³² Officer Thunder Q&A page 4 line 41 to page 5 line 11

³³ Officer Thunder Q&A page 5 line 30 to page 7 line 6

Officer Thunder stated that during the course of his response to assist squad 6305, he only turned the emergency light switch to position 2 and did not change it. He acknowledged that this did not turn on the MVR or pre-emption device and stated that he had "no reason" for only using position two³⁴.

Officer Thunder explained that as he drove up Hiawatha Avenue, he did not change to Code 3, or emergency response, driving until he got closer to 26th Street where he noticed other cars collecting³⁵ and saw that the cars obstructing his path were stopped for a red light. As he approached the intersection, he had his emergency lights on and then turned the siren on. The cars then began to move to the right, out of his way³⁶. As the squad proceeded towards the intersection in the now cleared left turn lane, Officer Thunder stated that the traffic signal for northbound traffic was red as was the signal for the left turn lane. He said that there was traffic crossing west on 26th Street making left turns to southbound Hiawatha Avenue. One of these vehicles was a white Audi station wagon which was moving slowly and then stopped in front of them. He estimated that he was thirty to fifty feet from the intersection when this happened. He attempted to slow and braked hard which caused the squad to skid, or cause the anti-lock brake system to activate, into the intersection. The squad subsequently struck the station wagon in the driver's door with the front of the squad. He estimated his speed at the point of impact to be 20 to 25 miles per hour³⁷.

DISCUSSION

The Minneapolis Police Department's Policy and Procedure Manual states in part:

7-403 VEHICLES - EMERGENCY RESPONSE

Only police vehicles with lights and sirens are authorized for emergency response. All MPD officers shall use red lights and sirens in a continuous manner for any emergency driving. Officers responding to a Code 3 emergency shall exercise caution and due consideration for the safety of the public. Although Minn. Stat. §169.03 and 169.17 exempts officers from traffic statutes, the use of the red lights and siren does not exempt officers from the need for caution nor does it exempt them from criminal or civil liability. Officers driving low profile, unmarked, motorcycles, or other MPD vehicles should be particularly aware of the less visible nature of the emergency equipment in/on the vehicle and should use extra caution.

Officers are advised that circumventing light rail intersection crossing arms is a very dangerous practice. Officers going around the light rail crossing arms when they are down causes the light rail train operator to emergency brake the light rail car. When the light rail car is emergency braked, it causes passengers to be ejected from their seats and thrown to the floor, which could cause serious injury or death. Due to these risks, officers are prohibited from going around the light rail crossing arms when they are down at an intersection.

There are two prongs to the allegation at issue here: Whether Officer Thunder violated policy by not using his siren in a continuous manner during an emergency driving situation, and whether Officer Thunder exercised caution and due consideration for the safety of the public. When considering siren usage, it must first be determined whether Officer Thunder was engaged in emergency driving.

³⁴ Officer Thunder Q&A page 7 line 29 to page 8 line 1

³⁵ Officer Thunder Q&A page 9 lines 6-13

³⁶ Officer Thunder Q&A page 10 lines 18-33

³⁷ Officer Thunder Q&A page 12 line 23 to page 14 line 25

The Minneapolis Police Department's Policy and Procedure Manual defines emergency driving in the following manner:

7-402 EMERGENCY DRIVING AND VEHICULAR PURSUIT DEFINITIONS

EMERGENCY DRIVING - Emergency driving occurs whenever an officer intentionally drives in excess of the speed limit or in violation of any traffic control device. Emergency driving is authorized only when reasonably necessary in the performance of official duties.

Officer Thunder described a sense of urgency while responding to their call³⁸, as did Officer Trebesch. This sense of urgency would explain Officer Thunder's speeds while responding north towards squad 6305's location. The AVL data shows squad 331's speeds during their response ranging from 26 miles per hour at Hiawatha Avenue/42nd Street to 93 miles per hour at Hiawatha Avenue/Lake Street, with speeds in the 80 to 90 mile per hour range from 37th Street to 32nd Street³⁹. The posted speed limit on this section of Hiawatha Avenue is 40 miles per hour. Exceeding the speed limit is one of the circumstances which is defined as emergency driving. Additionally, as Officer Thunder approached and entered the intersection against the red traffic light at 26th Street, he met the second circumstance which constitutes emergency driving. It is important to note, that both circumstances occurring simultaneously are not required to establish an emergency driving situation. Either exceeding the speed limit or violating a traffic control device, whether alone or in combination, meets the definition.

In regards to continuous siren use, Officer Thunder states in his supplement and in his statement, that he used his siren in an intermittent fashion. This is supported by remarks on siren use in Officer Trebesch's supplement, state accident report, and statement. Both Officers explain this was to give them an advantage by not alerting squad 6305's suspect to their presence and approach.

Finally, Officer Thunder's due consideration for the public safety can be illustrated by three circumstances or factors which contributed to the crash itself. Officer Thunder had a red traffic signal at Hiawatha Avenue/26th Street. Although State statute and MPD Policy and Procedure allow Officer Thunder to cross the intersection against the red light, it also requires him to ensure he could do so safely. Officer Thunder stated that when he saw the station wagon in his path, he braked hard enough to cause the squad to skid or slide into the intersection, and strike it at a speed of approximately 20 to 25 miles per hour. This indicates Officer Thunder was traveling at a speed such that he was unable to stop for any hazard.

A second factor in the crash was visibility. Both officers made statements that they observed several vehicles stopped in the northbound lanes at 26th Street and Officer Trebesch stated that these vehicles at least partially obstructed his view of the intersection⁴⁰. As these other vehicles were to the right of the squad as it approached, they would have also obstructed the squad from the driver of the station wagon as it approached from the east on 26th Street. This is confirmed by the driver's statement to Lieutenant Hudok that he did not immediately see the squad's emergency lights. Use of the third position on the emergency lighting control would have afforded Officer Thunder the maximum amount of lighting and most noticeable flash patterns available to him.

³⁸ Officer Thunder Q&A page 5 lines 13-19

³⁹ VisiNet Browser Unit Activity Log With AVL Data

⁴⁰ Trebesch Q&A page 9 lines 32-35

The third factor was failure to use the pre-emption device. By keeping the emergency lighting switch on the two position, Officer Thunder's pre-emption device was never activated. This device's purpose is to enhance the safety of officers and the general public by reducing the risk of crashes, while at the same time improving an officer's response time⁴¹. By activating his pre-emption device, the traffic signal would have detected the squad's approach from the south and changed the northbound signal to green, giving Officer Thunder the right of way, while changing the signal for 26th Street to red and stopping the station wagon before it entered the intersection.

CLOSING

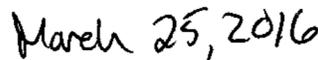
When making a determination on the allegation, there are three key issues to consider:

1. Was Officer Thunder engaged in emergency driving?
 - Officer Thunder exceeded the speed limit and entered the intersection of Hiawatha Avenue/East 26th Street against a red light.
2. If Officer Thunder was engaged in emergency driving, was he operating his siren in a continuous manner?
 - Both Officer Thunder and Officer Trebesch stated in their reports, as well as their statements to IAU, that the siren was used in an intermittent fashion.
3. Did Officer Thunder exercise caution and due consideration for the public when he entered the intersection against a red light.
 - Officer Thunder approached and entered the intersection at a speed such that he was unable to avoid a collision.
 - Officer Thunder did not use all of the emergency lighting available to him.
 - Officer Thunder did not use his pre-emption device.

I confirm that the information I provided in this case is true to the best of my knowledge.



Investigator: Sergeant Aaron Prescott



Date

⁴¹ <http://www.gtt.com/opticom-emergency-response/>

EVIDENCE

1. Statements

- a) Officer Trebesch
- b) Officer Thunder

2. Records

- a) MPD CAPRS Report CCN 15-400287
- b) State Accident Reports 15-400287
- c) Accident Review Committee Memo
- d) VisiNet Unit Activity Log With AVL Data
- e) Explorer SUV Equipment Configuration Handout⁴²
- f) Crash Scene Photographs⁴³
- g) Hennepin County GIS Aerial Photograph⁴⁴
- h) MVR Pre-Shift Check Video⁴⁵
- i) MPD Channel 1 Radio Audio⁴⁶

⁴²This document is found on the MPD internal website under "Manuals and Guides" and was developed by Sergeant Mark Klukow. It illustrates changes in the configuration of new squads beginning in 2013. Of particular relevance to this investigation was the illustration of the emergency control panel, which includes the emergency lighting controls and the siren controls, and the explanation of the slide switch position three setting. This document was used during interviews with both officers as an aid in questions regarding emergency lighting settings and controls.

⁴³These digital photographs were taken by Lieutenant Hudok and uploaded to the Crime Lab's DIMS system for storage and retrieval. These photographs were used during the interview with Officer Thunder.

⁴⁴This photograph is a color aerial photograph of the intersection of Hiawatha Avenue/East 26th Street and was obtained from the Hennepin County GIS website. This photograph was used during interviews with both officers as an aid in questions regarding positions of vehicles before, during, and after the crash.

⁴⁵MVR video for the squad involved in the crash was retrieved. The video search produced video for the pre-shift equipment check and a video post-crash. There were no other video recordings for that squad on October 26th. The pre-shift equipment check video was completed pursuant to, and complying with MPD Policy and Procedure and indicated that the MVR was functioning properly.

⁴⁶Audio recordings of the radio traffic from MPD radio channel 1, from the time squad 6305 called out for assistance to when squad 331 called out their crash, were obtained. This audio did not provide any new evidence or information, but does corroborate the chain of events that Officers Trebesch and Thunder described in their supplements and statements.

June 20, 2016

Officer Robert Thunder
Third Precinct
Minneapolis Police Department

RE: IAU Case Number #15-23901
Notice of Suspension (10 hours suspension without pay)

Officer Thunder,

The finding for IAU Case #15-23901 is as follows:

MPD P/P 7-403 Emergency Response.....SUSTAINED (Category B)

As discipline for this incident you are suspended for 10 hours without pay.

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 disciplinary action up to and including discharge.

Sincerely,

Janeé Harteau
Chief of Police



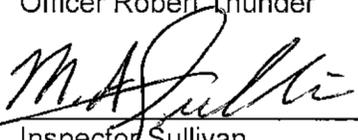
By: Kristine Arneson
Assistant Chief

Page 2
Officer Thunder
Suspension Letter

I, Officer Robert Thunder, acknowledge receipt of this
Notice of Suspension.

 6-23-16

Officer Robert Thunder Date of Receipt

 6/23/16

Inspector Sullivan Date

CC: Personnel
Inspector Sullivan
IAU