

September 29, 2016

Officer Nicholas Englund
Fifth Precinct
Minneapolis Police Department

RE: OPCR Case Number #16-05066
Notice of Suspension (40 hours suspension without pay)
Letter of Reprimand

Officer Englund,

The finding for OPCR Case #16-05066 is as follows:

MPD P/P 5-101.01 Truthfulness.....SUSTAINED (Category D)
MPD P/P 1-403 Fail to Comply with Lawful Order.....SUSTAINED (Category B)

As discipline for this incident you are suspended for 40 hours without pay.


In addition, this letter will also serve as a Letter of Reprimand for 1-403 Fail to Comply with Lawful Order.

This case will remain in OPCR 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,

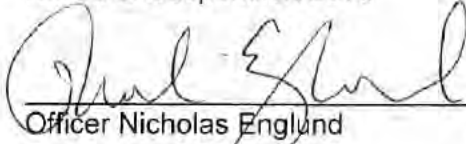
Janeé Harteau
Chief of Police



By: Kristine Arneson
Assistant Chief

Page 2
Officer Englund
Suspension/LOR Letter

I, Officer Nicholas Englund, acknowledge receipt of this
Notice of Suspension/LOR.



Officer Nicholas Englund 10/27/16
Date of Receipt



Inspector Katherine Waite 10/27/16
Date

CC: Personnel
Inspector Waite
OPCR

CUAPB000878

DISCHARGE, SUSPENSION OR INVOLUNTARY DEMOTION FORM

Please enter the requested information directly into the form and provide a copy to the employee once completed and signed.

Employee Name: Nicholas Englund	Employee ID: 001780
Job Title: Officer	Job Code:
Department: Minneapolis Police Department	
Is this employee a Veteran? <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Unknown	
Has this employee passed probation? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	

NATURE OF ACTION:

☐ Discharge: Effective Date: At ☐ a.m. ☐ p.m.

☐ Probationary Release: Effective Date: At ☐ a.m. ☐ p.m.

☒ Suspension without pay:

Total Working Days (or hours): 40 hours

Beginning on: 11/16/16 Ending on: 11/19/16

☐ Demotion:

☐ Permanent – Effective Date:

☐ Temporary – Beginning on: Ending on:

Demoted to:

Job Title: Job Code: at the following hourly rate of pay or annual salary: \$

REASON(S) FOR THIS ACTION: (Check applicable boxes below and attach Letter of Determination that includes specific violations)

☒ Violation of Civil Service Commission Rule 11.03 – Subdivision:

☐ A. Substandard Performance

☒ B. Misconduct B-19

☐ Violation of the Department Rule(s), Law(s), Ordinance(s), or Regulation(s)

NOTICE TO CLASSIFIED EMPLOYEES OF LEGAL RIGHTS

DISCHARGE AND PROBATIONARY RELEASE AND SUSPENSION AND INVOLUNTARY DEMOTION

Probationary Employees – Employees, including veterans separated from the United States military service under honorable conditions, who have not passed an initial hiring probationary period do not have a right to a hearing before the Civil Service Commission (CSC).

Veteran Employees (Permanent) - Employees holding permanent positions with the City or Park Board of Minneapolis, and who are veterans separated from the United States military service under honorable conditions and who have passed an initial hiring probationary period, have a right to a hearing prior to discharge from employment or involuntary demotion. Temporary employees who are veterans do not have a right to a hearing.

Permanent Non-Veteran Employees have a right to a hearing by the CSC upon written request. Non-veterans who have passed probation are permanent employees.

Disciplinary Suspension or Demotion - Employees may be suspended without pay for disciplinary reasons for periods not to exceed 90 calendar days. Suspensions of 31 to 90 calendar days may be appealed by the employee to the CSC.

Employees may be demoted for disciplinary reasons and/or for substandard performance, either temporarily (up to 180 days) or permanently. Permanent employees may appeal any permanent demotion and/or salary decrease.

DISCHARGE, SUSPENSION OR INVOLUNTARY DEMOTION FORM

NOTICE TO CLASSIFIED EMPLOYEES OF LEGAL RIGHTS continued

REQUESTING A HEARING

IMPORTANT: The employee should refer to the Civil Service Rules and/or the appropriate labor contract to determine what, if any, appeal rights he or she may have. The employee may choose whether to appeal this action through the Civil Service Commission or through processes available through a labor contract, but may not appeal through both.

Requesting a Hearing: Non-Veterans - A written request for hearing must be postmarked or received by the Civil Service Commission within 15 calendar days from the date disciplinary action was provided to the employee. The 15 days are counted from the first day after the notice was provided to the employee. If the 15th day falls on a Saturday, Sunday, or legal holiday, the request must be served on or before the following business day. The date of postmark must be within that 15-day period. The request for a hearing may be accompanied by the employee's statement of his or her version of the case.

Requesting a Hearing: Veterans - A written request for hearing must be received by the Civil Service Commission within 30 calendar days of receipt by the employee of the notice of intent to discharge. The 30 days are counted from the first day after receipt of the notice by the employee. If the 30th day falls on a Saturday, Sunday, or legal holiday, the request must be served on or before the following business day. The request for a hearing may be accompanied by the employee's statement of his or her version of the case. A failure to request a hearing within the provided 30 day calendar period constitutes a waiver of the right to a hearing.

ALL REQUESTS FOR A HEARING AND APPEALS MUST BE MAILED WITHIN THE REQUIRED TIMELINES TO:

Minneapolis Human Resources Department/Civil Service Commission
250 South 4th Street, Room 100
Minneapolis, MN 55415

NOTIFICATION TO EMPLOYEE:

☒ The employee was given an opportunity to respond to the written charges at a pre-determination meeting held on: Date: September 26, 2016

☐ The employee failed to appear at the pre-determination meeting.

☐ A copy of this form and relevant accompanying information was given to the employee on 10/27/16
☐ A copy of this form and relevant accompanying information was sent by US mail, to the employee's address of record provided by employee.

Signature of Department Head: Assistant Chief K. Gundersen
Date: 10/3/16

Signature of Person Mailing/Delivering Notice: Inspector Kathy Waite
Date: 10/27/16

Entered into COMET-HR by: _____ Date: _____

Complaint Number 16-05066

Complainant: Gene Suker

Officer: Nicholas Englund, Badge #1780

Jurisdiction: M.C. O. §§ 172.20

Date of Incident: January 28, 2016

Date Filed: March 17, 2016

Date of Panel: August 23, 2016

Panelists in Attendance (Sign below)

Panelist 1

ngoc nguyen

Civilian 1

Panelist 2

Kenneth Rance

Civilian 2

Panelist 3

Lt. Jon Delmonico

Sworn 1

Panelist 4

Lt. Gary Nelson

Sworn 2

The Chair is

Lt. Gary Nelson

Sworn

<u>Allegation 1(a)</u>	
5-101.01 Truthfulness	
Civilian 1 Vote	Merit
Civilian 2 Vote	Merit
Sworn 1 Vote	Merit
Sworn 2 Vote	Merit
<u>Allegation 1(b)</u>	
5-101.01 Truthfulness	
Civilian 1 Vote	Merit
Civilian 2 Vote	Merit
Sworn 1 Vote	Merit
Sworn 2 Vote	Merit
<u>Allegation 2</u>	
1-403 Compliance With Lawful Orders	
Civilian 1 Vote	Merit
Civilian 2 Vote	Merit
Sworn 1 Vote	Merit
Sworn 2 Vote	Merit

Incident Summary

Sergeant David Hansen, Supervisor/OX of Bicycle Rapid Response Team (BRRT), sent Officer Nicholas Englund **13.43 - Personnel Data** an email notifying Officer Englund that his assignment to the BRRT unit had been terminated. In the same email Sergeant Hansen also instructed Officer Englund to return his BRRT bicycle and all equipment as soon as possible. Officer Englund acknowledged email and stated he would return the BRRT bicycle and equipment.

Approximately 6 months later Sergeant Hansen contacted Officer Englund's supervisor, Sergeant Gene Suker. Sergeant Hansen requested Sergeant Suker's assistance in retrieving the BRRT equipment, because it wasn't returned yet. Sergeant Suker had a conversation with Officer Englund reference the whereabouts of the BRRT equipment and Officer Englund stated he left the Bicycle at the 2nd Precinct. That led Sergeant Suker to believe Officer Englund was being untruthful because Sergeant Hansen had checked the 2nd Precinct and the BRRT bicycle was not there.

13.43 - Personnel Data

Allegations

1. It is alleged that Officer Englund was untruthful twice:
 - a. When Sergeant Suker asked Officer Englund the whereabouts of his BRRT equipment, specifically the BRRT bicycle. (5-101 TRUTHFULNESS)
 - b. When Officer Englund told Sergeant Suker he borrowed the BRRT bicycle to someone else. (5-101 TRUTHFULNESS)
2. It is alleged that Officer Englund failed to comply with a lawful order when Sergeant Hansen instructed Officer Englund to return his assigned BRRT equipment on July 16th, 2015. (1-403 COMPLIANCE WITH LAWFUL ORDERS)

Allegation #1: It is alleged that Officer Englund was untruthful twice:

- a. When Sergeant Suker asked Officer Englund the whereabouts of his BRRT equipment, specifically the BRRT bicycle. (5-101 TRUTHFULNESS)

Supportive Findings:

Officer Englund stated to Sergeant Suker that the BRRT equipment, specifically the BRRT bicycle, was at the 2nd Precinct. Sgt Hansen could not locate the BRRT Bicycle at the 2nd Precinct. Officer Englund later admitted that it was in his personal garage the entire time.

YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	REMAND <input type="checkbox"/>	SPLIT <input type="checkbox"/>
<i>This allegation has merit.</i>	<i>This allegation does not have merit.</i>	<i>Remand to investigation for additional information.</i>	<i>There is no majority vote.</i>

- b. When Officer Englund told Sergeant Suker he borrowed the BRRT bicycle to someone else. (5-101 TRUTHFULNESS)

Supportive Findings:

Officer Englund stated to Sergeant Suker that he had borrowed the BRRT Bicycle to someone else. Officer Englund later admitted that it was in his personal garage the entire time.

YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	REMAND <input type="checkbox"/>	SPLIT <input type="checkbox"/>
<i>This allegation has merit.</i>	<i>This allegation does not have merit.</i>	<i>Remand to investigation for additional information.</i>	<i>There is no majority vote.</i>

Allegation #2: It is alleged that Officer Englund failed to comply with a lawful order when Sergeant Hansen instructed Officer Englund to return his assigned BRRT equipment on July 16th, 2015. (1-403 COMPLIANCE WITH LAWFUL ORDERS)

Supportive Findings:

On July 16, 2015 Sgt Hansen instructed officer Englund, via email, to return his BRRT equipment. Officer Englund was untruthful about the location of the BRRT Bicycle on two different occasions. The BRRT Bicycle was not returned, as instructed by Sergeant Hansen, until January 28, 2016, approximately six (6) months later after being instructed to return it.

YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	REMAND <input type="checkbox"/>	SPLIT <input type="checkbox"/>
<i>This allegation has merit.</i>	<i>This allegation does not have merit.</i>	<i>Remand to investigation for additional information.</i>	<i>There is no majority vote.</i>

MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS UNIT

DISCIPLINE WORKSHEET
Category D Violations

Officer Nicholas Englund
Employee's Name and ID Number

July, 16th 2015/January 26th 2016
Date of Incident

16- 05066
OPCR Case Number

STEP 1 – CHARGES

Policy Number	Description	Category (A-D)
5-101.01	Truthfulness	D
1-403	Compliance with lawful order	B - D

STEP 2 – BUREAU PANEL HEARING

Compose Findings Letter

09-07-2016
Date of Hearing

9:00
Time of Hearing

Location of Hearing

Policy Number	Description	Category	S	NS	E	U	P
5-101.01	Truthfulness	D	X				
1-403	Fail to comply w/a lawful order	B	X				

S = Sustained NS = Not Sustained E = Exonerated U = Unfounded P = Policy Failure


Deputy Chief's Signature/Employee Number

09-07-2016
Date

Waite
Panel Member in Attendance
☒ Concur ☐ Not Concur

Gerlicher
Panel Member in Attendance
☐ Concur ☐ Not Concur

**Minneapolis Police Department
Internal Affairs Unit**

STEP 3 – LOUDERMILL HEARING

Compose Discipline Letter

09-26-2016

Date of Hearing

14:00

Time of Hearing

130

Location of Hearing

Was the employee present at the hearing?

☒ Yes

☐ No

AGGRAVATING AND/OR MITIGATING FACTORS

Policy Number	Description	Category	S	NS	E	U	P
5-101.01	Truthfulness	D	X				
1-403	Fail to comply with a lawful order	B	X				

S = Sustained

NS = Not Sustained

E = Exonerated

U = Unfounded

P = Policy Failure

Recommended Discipline 40 hour suspension

Has the employee been advised of the final recommendation?

☒ Yes

☐ No



Deputy Chief's Signature/Employee Number

09-27-2016

Date

Waite

Panel Member in Attendance

☒ Concur

☐ Not Concur

Gerlicher

Panel Member in Attendance

☒ Concur

☐ Not Concur

**MINNEAPOLIS POLICE DEPARTMENT
INTERNAL AFFAIRS UNIT**

**DISCIPLINE WORKSHEET
Category D Violations**

Officer Nicholas Englund	July, 16th 2015/January 26th 2016	16- 05066
Employee's Name and ID Number	Date of Incident	OPCR Case Number

STEP 1 – CHARGES

Policy Number	Description	Category (A-D)
5-101.01	Truthfulness	D
1-403	Compliance with lawful order	B - D

STEP 2 – BUREAU PANEL HEARING
Compose Findings Letter

Date of Hearing	Time of Hearing	Location of Hearing

Policy Number	Description	Category	S	NS	E	U	P

S = Sustained NS = Not Sustained E = Exonerated U = Unfounded P = Policy Failure

Deputy Chief's Signature/Employee Number	Date
---	-------------

Panel Member in Attendance
☐ Concur ☐ Not Concur

Panel Member in Attendance
☐ Concur ☐ Not Concur

Minneapolis Police Department
Internal Affairs Unit

STEP 3 – LOUDERMILL HEARING
Compose Discipline Letter

Date of Hearing

Time of Hearing

Location of Hearing

Was the employee present at the hearing?

☐ Yes ☐ No

AGGRAVATING AND/OR MITIGATING FACTORS

Policy Number

Description

Category

S

NS

E

U

P

S = Sustained

NS = Not Sustained

E = Exonerated

U = Unfounded

P = Policy Failure

Recommended Discipline

Has the employee been advised of the final recommendation?

☐ Yes ☐ No

Deputy Chief's Signature/Employee Number

Date

Panel Member in Attendance

☐ Concur ☐ Not Concur

Panel Member in Attendance

☐ Concur ☐ Not Concur

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
16-05066	2		March 16, 2016		
Location of Incident		City/State/Zip		Date of Complaint	
1911 Central AVE		Minneapolis 55418			
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
13.43 - Personnel Data					
Home Address		City/State/Zip		Primary Telephone	
{?}{?}		{?}, {?} {?}		{?}	
JURISDICTION		CATEGORY			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
BADGE/NAME		ALLEGED POLICY VIOLATIONS			
1780 ; Englund, Nicholas		MPD P&P § 5-101.01 – TRUTHFULNESS MPD P&P § 1-403 – COMPLIANCE WITH LAWFUL ORDERS MPD P&P § 5-101 – CODE OF CONDUCT DEFINED			
ALLEGATION SUMMARY					
Complainant alleges that the officer failed to present a bicycle when commanded to do so, claiming both that the bike was somewhere in the appropriate precinct and that he had lent it to someone else. When finally presenting the bicycle to Complainant and upon being asked about its whereabouts by Complainant, Complainant alleges that the officer replied, "And I'm not going to tell you who I gave it to." Complainant claims that the aforementioned statement is proof of the officer's untruthfulness.					
SUPERVISOR ASSESSMENT					
MEDIATION <input type="checkbox"/> Refer to Mediation COACHING <input type="checkbox"/> Refer to Precinct INVESTIGATIONS <input type="checkbox"/> Preliminary Investigation <input type="checkbox"/> Civilian Investigator: _____ <input checked="" type="checkbox"/> Sworn Investigator: <u>Comer</u> <input type="checkbox"/> Admin Investigation: Investigator			DISMISS <input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis <input type="checkbox"/> Failure to State a Claim <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Exceptionally Cleared <input type="checkbox"/> Lack of Jurisdiction <input type="checkbox"/> Withdrawn <input type="checkbox"/> Duplicate <input type="checkbox"/> Refer to Dispatch <input type="checkbox"/> Refer to: _____ <input type="checkbox"/> Closed – Pending Further Information		
FINAL APPROVED INVESTIGATIVE REPORT <input type="checkbox"/> Refer to Panel					
IAU Commander <u>[Signature]</u>				Date <u>4/20/16</u>	
Director – Office of Police Conduct Review <u>[Signature]</u>				Date <u>4/20/16</u>	

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
16-05066	2		March 16, 2016		
Location of Incident		City/State/Zip		Date of Complaint	
1911 Central AVE		Minneapolis 55418			
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
13.43 - Personnel Data					
Home Address		City/State/Zip		Primary Telephone	
{?}{?}		{?}, {?}{?}		{?}	
JURISDICTION		CATEGORY			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
BADGE/NAME		ALLEGED POLICY VIOLATIONS			
1780 ; Englund, Nicholas		MPD P&P § 5-101 - TRUTHFULNESS			
ALLEGATION SUMMARY					
Complainant alleges that the officer failed to present a bicycle when commanded to do so, claiming that the bike was somewhere in the appropriate precinct. When finally presenting the bicycle to Complainant and upon being asked about its whereabouts by Complainant, Complainant alleges that the officer replied, "And I'm not going to tell you who I gave it to." Complainant claims that the aforementioned statement is proof of the officer's untruthfulness.					
SUPERVISOR ASSESSMENT					
MEDIATION <input type="checkbox"/> Refer to Mediation COACHING <input type="checkbox"/> Refer to Precinct INVESTIGATIONS <input type="checkbox"/> Preliminary Investigation <input type="checkbox"/> Civilian Investigator: _____ <input checked="" type="checkbox"/> Sworn Investigator: <u>Coomer</u> <input type="checkbox"/> Admin Investigation: Investigator			DISMISS <input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis <input type="checkbox"/> Failure to State a Claim <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Exceptionally Cleared <input type="checkbox"/> Lack of Jurisdiction <input type="checkbox"/> Withdrawn <input type="checkbox"/> Duplicate <input type="checkbox"/> Refer to Dispatch <input type="checkbox"/> Refer to: _____ <input type="checkbox"/> Closed - Pending Further Information		
FINAL APPROVED INVESTIGATIVE REPORT <input type="checkbox"/> Refer to Panel					
IAU Commander				Date <u>3/17/16</u>	
Director - Office of Police Conduct Review				Date <u>3/17/16</u>	

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
16-05066	4		July 2015 and January 2016		
Location of Incident		City/State/Zip		Date of Complaint	
4119 Dupont Ave.		Minneapolis 55418			
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
13.43 - Personnel Data					
Home Address		City/State/Zip		Primary Telephone	
4119 Dupont Avenue		Minneapolis, MN 55412		612-673-2593	
JURISDICTION		CATEGORY			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
BADGE/NAME		ALLEGED POLICY VIOLATIONS			
1780 ; Englund, Nicholas		MPD P&P § 1-403 COMPLIANCE WITH LAWFUL ORDERS MPD P&P § 5-101.01 TRUTHFULNESS			
ALLEGATION SUMMARY					
Complainant alleges that the officer failed to present a bicycle when commanded to do so, claiming that the bike was somewhere in the appropriate precinct. When finally presenting the bicycle to Complainant and upon being asked about its whereabouts by Complainant, Complainant alleges that the officer replied, "And I'm not going to tell you who I gave it to." Complainant claims that the aforementioned statement is proof of the officer's untruthfulness.					
SUPERVISOR ASSESSMENT					
MEDIATION <input type="checkbox"/> Refer to Mediation COACHING <input type="checkbox"/> Refer to Precinct INVESTIGATIONS <input checked="" type="checkbox"/> Preliminary Investigation <input type="checkbox"/> Civilian Investigator: <input checked="" type="checkbox"/> Sworn Investigator: <u>Gomez</u> <input type="checkbox"/> Admin Investigation: Investigator			DISMISS <input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis <input type="checkbox"/> Failure to State a Claim <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Exceptionally Cleared <input type="checkbox"/> Lack of Jurisdiction <input type="checkbox"/> Withdrawn <input type="checkbox"/> Duplicate <input type="checkbox"/> Refer to Dispatch <input type="checkbox"/> Refer to: <input type="checkbox"/> Closed – Pending Further Information		
FINAL APPROVED INVESTIGATIVE REPORT <input type="checkbox"/> Refer to Panel					
IAU Commander <u>[Signature]</u>				Date <u>6/23/16</u>	
Director – Office of Police Conduct Review <u>[Signature]</u>				Date <u>6/23/16</u>	

NOTICE OF DISCIPLINE PANEL MEETING

September 7, 2016

Officer Nicholas Englund
Minneapolis Police Department
5th Precinct
3101 Nicollet Avenue South
Minneapolis, MN 55408

Officer Englund:

Re: OPCR Case Number 16-05066

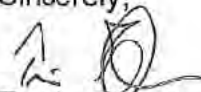
This letter is to inform you the Discipline Panel has reviewed OPCR Case #16-05066 and recommends the finding(s) as follows:

MPD 5.101.01 Truthfulness, Category (D).....Sustained.
MPD 1-403 Compliance with Lawful Orders, Category (B).....Sustained.

The Discipline Panel will meet on Monday, September 26, 2016, at 1400 hours in the Chief's conference room 130 City Hall, 350 South 5th Street. At this time, you will be given an opportunity to address the Discipline Panel. If you choose not to attend the Discipline Panel meeting you are ordered to notify the panel chair in writing by September 21, 2016.

You may have a union/federation representative or an attorney present during the meeting. You are also entitled to review this case file prior to your Discipline Panel Meeting. Contact Internal Affairs for further information at 612-673-3074.

Sincerely,



Travis Glampe, Panel Chair
Deputy Chief
Minneapolis Police Department

cc: Inspector Waite
Commander Gerlicher
Police Federation
Internal Affairs Unit

Minneapolis Police Department
Discipline Matrix
Rev: June 2016

Policy	Type of Violation	Range	Discipline		
Compliance with Lawful Orders & Supervision		Range	Mitigating	Baseline	Aggravating
1-403	Compliance with lawful orders in administrative and routine situations	B-C	WR	10 hours	20 hours
1-406; 5-307	Supervisory responsibility: fail to supervise	C	10 hours	20 hours	40 hours
1-403	Compliance with lawful orders repeated violations or critical orders	D		Termination	
IAU & CRA Procedures		Range	Mitigating	Baseline	Aggravating
2-109	CRA/IAU: fail to return Garrity notice or set up appointment with investigator	B	WR	10 hours	20 hours
2-101, 5-105.7	Failure to notify IAU of arrest or being a suspect in criminal offense	D		Termination	
5-105.7	Failure to notify IAU of OFP which invokes the Lautenberg amendment	D		Termination	
Training		Range	Mitigating	Baseline	Aggravating
5-410.02; 2-502-E	Failure to attend mandatory or requested training	B	WR	10 hours	20 hours
Equipment		Range	Mitigating	Baseline	Aggravating
3-200	Failure to carry required equipment	B	WR	10 hours	20 hours
3-201	Unauthorized equipment carried but not used, excludes firearm	C	10 hours	20 hours	30 hours
Overtime & Court		Range	Mitigating	Baseline	Aggravating
3-706, 3-707	Failure to appear in court or standby violations, any criminal case	B	WR	10 hours	20 hours
Off-Duty Employment		Range	Mitigating	Baseline	Aggravating
3-800	Failure to sign on to off duty job/buyback	B	WR	10 hours	20 hours
3-800	No prior approval to work job site (Does not include failure to renew previously approved sites)	B	10 hours	10 hours	20 hours
3-800	Working a prohibited site or denied site	C	10 hours	20 hours	40 hours
3-800	Working while on restricted status	C-D	10 hours	40 hours	Termination
MVR Violations/Email Violations		Range	Mitigating	Baseline	Aggravating
4-218	MVR: no start up checks	B	WR	10 hours	20 hours
4-218	MVR: microphone not worn or not turned on	B	WR	10 hours	20 hours
4-218	MVR: failure to record vehicle stops	B	10 hours	20 hours	30 hours
4-218	Altering or destroying MVR equipment or recordings	D	30 hours	Termination	
4-220	Unprofessional or offensive email (protected class)	D	30 hours	40 hours	Termination
Truthfulness		Range	Mitigating	Baseline	Aggravating
5-101.01	Untruthful to supervisor or falsify unofficial documents	D	30 hours	40 hours	Termination
2-106, 5-101.01	Garrity violations; perjury; falsify official documents or CAPRS reports	D		Termination	

Glampe, Travis

From: Glampe, Travis
Sent: Tuesday, September 27, 2016 09:11
To: Glampe, Travis
Subject: FW: letter from Officer Englund from panel today - OPCR 16-05066

The following was forwarded to DC Glampe by Federation Representative Stenerson via email. It is the statement Officer Englund provided at the Loudermill Hearing. It will be included in the file at this request.

From: Ron Stenerson [<mailto:rstenerson@mpdfederation.com>]
Sent: Monday, September 26, 2016 15:19
To: Glampe, Travis
Subject: letter from Officer Englund from panel today - OPCR 16-05066

Deputy Chief Glampe,

Thank you and the panel for meeting with Officer Englund and me for the panel in this case. The following is the letter from Officer Englund in today's panel hearing:

I stand here today to apologize for the things I have done, and the things that I failed to do. I am deeply sorry for the choices I have made. I am extremely ashamed and embarrassed to be standing in front of you today.

First and foremost I want you to know that I own full responsibility for my actions. Me and only me has brought me to this point today. I am not a perfect person. I do make mistakes. I acted out of frustration and emotion and let another person get the best of me. By telling what started as a "white lie" I allowed my hard headedness to compromise my integrity and the situation to spiral out of control. I have learned a very hard lesson in all of this and I will not let this happen again.

My actions and the consequences for them have already had far reaching effects on me both personally and professionally. Although this discipline process has not yet concluded, I can assure you that, being my biggest critic, I have already bore consequences for my actions. Not only have I had to suffer the humiliation of going through this process, I have also experienced professional consequences, most of which have yet to be realized.

I was removed from the 13.43 - Personnel Data unit that I was very excited to be a part of. I hoped that experience would set me up for my next assignment in Safe Streets, Weapons, DEA or JTTF. My expulsion from the unit alone, coupled with the recommendations handed down by this panel, will undoubtedly stall any career aspirations that may have otherwise presented themselves for the foreseeable future. My viability in future promotional processes I was hoping to be a part of will also undoubtedly be hampered as well.

I don't bring these things up looking for any type of sympathy. I simply want you to be aware that I understand the gravity of my situation. I have already experienced detrimental consequences throughout this process and am aware what future professional consequences lie ahead for me in my professional career with MPD.

I can only hope that my hard work and dedication to this department as evidenced by the awards, commendations, letters of appreciation and positive performance evaluations in my personnel file will be an indication of my otherwise outstanding performance to this community and department.

I have spent many years working diligently and with professionalism. I have consistently been a high performer with very few complaints along the way. Despite the enormous amounts of stress, frustration and discouragement I have experienced during this process, I have remained a leader in my new assignment and maintained a positive attitude. I hope that you still see value in me as an employee and as a police officer for this community. I am determined to overcome this experience and regain my credibility and your trust.

I have worn this uniform with pride and this badge with honor. Sadly now it is my nametag that bears the biggest smudge, and that is a consequence that cannot be matched.

I humbly ask for your forgiveness and confidence that I will overcome this setback with a career of future professionalism, commitment and integrity.

Thank you.

The Office of Police Conduct Review

Review Panel Session

Sign-in Sheet

Case # 16-05066

Date August 23, 2016

Time 5:30pm

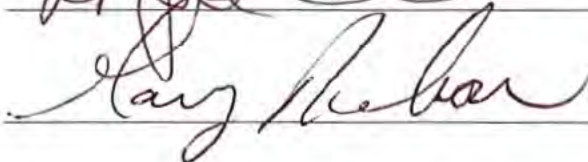
Location City Hall Room 239, Intake Room

PANELISTS	NAME	SIGNATURE
-----------	------	-----------

Civilian 1	Ngoc Nguyen	
------------	-------------	---

Civilian 2	Kenneth Rarce	
------------	---------------	--

Sworn 1	Lt. Jon Delmonico	
---------	-------------------	--

Sworn 2	Lt. Gary Nelson	
---------	-----------------	--

Chair is: SWORN

Chair's Name: Lt. Gary Nelson

Complaint Number 16-05066

Complainant: 13.43 - Personnel Data

Officer: Nicholas Englund, Badge #1780

Jurisdiction: M.C. O. §§ 172.20

Date of Incident: January 28, 2016

Date Filed: March 17, 2016

Date of Panel: August 23, 2016

Panelists in Attendance (Sign below)

Panelist 1

ngoc nguyen

Civilian 1

Panelist 2

Kenneth Rance

Civilian 2

Panelist 3

Lt. Jon Delmonico

Sworn 1

Panelist 4

Lt. Gary Nelson

Sworn 2

The Chair is

Lt. Gary Nelson

Sworn

<u>Allegation 1(a)</u>	
5-101.01 Truthfulness	
Civilian 1 Vote	Merit
Civilian 2 Vote	Merit
Sworn 1 Vote	Merit
Sworn 2 Vote	Merit
<u>Allegation 1(b)</u>	
5-101.01 Truthfulness	
Civilian 1 Vote	Merit
Civilian 2 Vote	Merit
Sworn 1 Vote	Merit
Sworn 2 Vote	Merit
<u>Allegation 2</u>	
1-403 Compliance With Lawful Orders	
Civilian 1 Vote	Merit
Civilian 2 Vote	Merit
Sworn 1 Vote	Merit
Sworn 2 Vote	Merit

Incident Summary

Sergeant David Hansen, Supervisor/OX of Bicycle Rapid Response Team (BRRT), sent Officer Nicholas Englund 13.43 - Personnel Data an email notifying Officer Englund that his assignment to the BRRT unit had been terminated. In the same email Sergeant Hansen also instructed Officer Englund to return his BRRT bicycle and all equipment as soon as possible. Officer Englund acknowledged email and stated he would return the BRRT bicycle and equipment.

Approximately 6 months later Sergeant Hansen contacted Officer Englund's supervisor, Sergeant Gene Suker. Sergeant Hansen requested Sergeant Suker's assistance in retrieving the BRRT equipment, because it wasn't returned yet. Sergeant Suker had a conversation with Officer Englund reference the whereabouts of the BRRT equipment and Officer Englund stated he left the Bicycle at the 2nd Precinct. That led Sergeant Suker to believe Officer Englund was being untruthful because Sergeant Hansen had checked the 2nd Precinct and the BRRT bicycle was not there.

13.43 - Personnel Data

Allegations

1. It is alleged that Officer Englund was untruthful twice:
 - a. When Sergeant Suker asked Officer Englund the whereabouts of his BRRT equipment, specifically the BRRT bicycle. (5-101 TRUTHFULNESS)
 - b. When Officer Englund told Sergeant Suker he borrowed the BRRT bicycle to someone else. (5-101 TRUTHFULNESS)
2. It is alleged that Officer Englund failed to comply with a lawful order when Sergeant Hansen instructed Officer Englund to return his assigned BRRT equipment on July 16th, 2015. (1-403 COMPLIANCE WITH LAWFUL ORDERS)

Allegation #2: It is alleged that Officer Englund failed to comply with a lawful order when Sergeant Hansen instructed Officer Englund to return his assigned BRRT equipment on July 16th, 2015. (1-403 COMPLIANCE WITH LAWFUL ORDERS)

Supportive Findings:

On July 16, 2015 Sgt Hansen instructed officer Englund, via email, to return his BRRT equipment. Officer Englund was untruthful about the location of the BRRT Bicycle on two different occasions. The BRRT Bicycle was not returned, as instructed by Sergeant Hansen, until January 28, 2016, approximately six (6) months later after being instructed to return it.

YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	REMAND <input type="checkbox"/>	SPLIT <input type="checkbox"/>
<i>This allegation has merit.</i>	<i>This allegation does not have merit.</i>	<i>Remand to investigation for additional information.</i>	<i>There is no majority vote.</i>

OPCR CASE #16-05066

TABLE OF CONTENTS

- 0.) DISCIPLINE WORKSHEET
- 1.) TABLE OF CONTENTS
- 2.) MPD FORM 3401(ORIGINAL AND AMENDED)
- 3.) INVESTIGATIVE SUMMARY
- 4.) **13.43 - Personnel Data**
- 5.)
- 6.) STATEMENT OF OFFICER NICOLAS ENGLUND
- 7.) **13.43 - Personnel Data**
- 8.) CORRESPONDENCE WITH SERGEANT HANSEN W/ATTACHMENTS
- 9.) WORKFORCE DIRECTOR
- 10.) POLICY
- 11.) OFFICER PROFILE
- 12.) AWARDS/LETTERS

To: Lieutenant Henry Halvorson
From: 13.43 - Personnel Data
CC: Commander Jason Case
Commander Scott Gerlicher
Date: March 16, 2016
RE: Allegation of Misconduct

I am contacting you in regards to an allegation of misconduct by Officer Nicholas Englund(Englund), who is currently assigned to the Gang Interdiction Team. This is after a joint meeting with my direct supervisors, Lieutenant Jeff Rugel and Commander Scott Gerlicher in relation to this allegation of misconduct.

There were some ongoing issues with Officer Englund, when he was a member of the Bicycle Rapid Response Team(BRRT), which was supervised by Sergeant Dave Hansen(Hansen). Sergeant Hansen made attempts to try and get in contact with Officer Englund, regarding some scheduled shifts he had not showed up for on BRRT. Sergeant Hansen then tried to make contact with Officer Englund again, and informed him he was terminated from the BRRT. In this correspondence, Sergeant Hansen informed Officers Englund he needed to turn in his BRRT bicycle, all the bicycles original equipment and his large mace carrier. Officer Englund was directed by Sergeant Hansen through email, to turn in this equipment as soon as possible at the First Precinct and for him to notify Officers Bulleigh and/or Officer Lysholm when this was done. Sergeant Hansen did not receive a response to this request, 13.43

13.43 - Personnel Data

I then informed Lieutenant Jeff Rugel and Commander Scott Gerlicher of this violation, and we discussed possible options going forward with Officer Englund. Commander Gerlicher recommended I meet with Destiny Xiong from

Human Resources, 13.43

During this conversation, it was recommended a Performance Improvement Plan be drawn up for some of his issues.

13.43 - Personnel Data some of the issues could be addressed in the Performance Improvement Plan, but the Truthfulness violation was to be handled with Internal Affairs.

13.43 - Personnel Data

then schenglund scheduled a meeting to go over the behavior of Officer Englund and to create a plan of action going forward.

During the meeting it was determined Officer Englund needed to be: removed from the 13.43 - Personnel Data the allegation of a violation of the Truthfulness policy was to be forwarded to Internal Affairs and a Performance Improvement Plan was to be drafted and enforced in conjunction with his new assignment and new supervisors.

It is with these actions and provided information, that I am recommending an Internal Affairs investigation be started to investigate the allegation of Untruthfulness demonstrated by Officer Nicholas Englund.

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
16-05066	4		July 2015 and January 2016		
Location of Incident		City/State/Zip		Date of Complaint	
4119 Dupont Ave.		Minneapolis 55418			
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
13.43 - Personnel Data					
Home Address		City/State/Zip		Primary Telephone	
4119 Dupont Avenue		Minneapolis, MN 55412		612-673-2593	
JURISDICTION		CATEGORY			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
BADGE/NAME		ALLEGED POLICY VIOLATIONS			
1780 ; Englund, Nicholas		MPD P&P § 1-403 COMPLIANCE WITH LAWFUL ORDERS MPD P&P § 5-101.01 TRUTHFULNESS			
ALLEGATION SUMMARY					
Complainant alleges that the officer failed to present a bicycle when commanded to do so, claiming that the bike was somewhere in the appropriate precinct. When finally presenting the bicycle to Complainant and upon being asked about its whereabouts by Complainant, Complainant alleges that the officer replied, "And I'm not going to tell you who I gave it to." Complainant claims that the aforementioned statement is proof of the officer's untruthfulness.					
SUPERVISOR ASSESSMENT					
MEDIATION <input type="checkbox"/> Refer to Mediation COACHING <input type="checkbox"/> Refer to Precinct INVESTIGATIONS <input checked="" type="checkbox"/> Preliminary Investigation <input type="checkbox"/> Civilian Investigator: _____ <input checked="" type="checkbox"/> Sworn Investigator: <u>Gomez</u> <input type="checkbox"/> Admin Investigation: Investigator			DISMISS <input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis <input type="checkbox"/> Failure to State a Claim <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Exceptionally Cleared <input type="checkbox"/> Lack of Jurisdiction <input type="checkbox"/> Withdrawn <input type="checkbox"/> Duplicate <input type="checkbox"/> Refer to Dispatch <input type="checkbox"/> Refer to: _____ <input type="checkbox"/> Closed -- Pending Further Information		
FINAL APPROVED INVESTIGATIVE REPORT <input checked="" type="checkbox"/> Refer to Panel					
IAU Commander <u>[Signature]</u>				Date <u>6/23/16</u>	
Director - Office of Police Conduct Review <u>[Signature]</u>				Date <u>6/23/16</u>	

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
16-05066	2		March 16, 2016		
Location of Incident		City/State/Zip		Date of Complaint	
1911 Central AVE		Minneapolis 55418			
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
13.43 - Personnel Data					
Home Address		City/State/Zip		Primary Telephone	
(?) (?)		(?), (?) (?)		(?)	
JURISDICTION		CATEGORY			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
BADGE/NAME		ALLEGED POLICY VIOLATIONS			
1780 ; Englund, Nicholas		MPD P&P § 5-101.01 - TRUTHFULNESS MPD P&P § 1-403 - COMPLIANCE WITH LAWFUL ORDERS MPD P&P § 5-101 - CODE OF CONDUCT DEFINED			
ALLEGATION SUMMARY					
Complainant alleges that the officer failed to present a bicycle when commanded to do so, claiming both that the bike was somewhere in the appropriate precinct and that he had lent it to someone else. When finally presenting the bicycle to Complainant and upon being asked about its whereabouts by Complainant, Complainant alleges that the officer replied, "And I'm not going to tell you who I gave it to." Complainant claims that the aforementioned statement is proof of the officer's untruthfulness.					
SUPERVISOR ASSESSMENT					
MEDIATION <input type="checkbox"/> Refer to Mediation COACHING <input type="checkbox"/> Refer to Precinct INVESTIGATIONS <input type="checkbox"/> Preliminary Investigation <input type="checkbox"/> Civilian Investigator: _____ <input checked="" type="checkbox"/> Sworn Investigator: <u>COMMIT</u> <input type="checkbox"/> Admin Investigation: Investigator			DISMISS <input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis <input type="checkbox"/> Failure to State a Claim <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Exceptionally Cleared <input type="checkbox"/> Lack of Jurisdiction <input type="checkbox"/> Withdrawn <input type="checkbox"/> Duplicate <input type="checkbox"/> Refer to Dispatch <input type="checkbox"/> Refer to: _____ <input type="checkbox"/> Closed - Pending Further Information		
FINAL APPROVED INVESTIGATIVE REPORT <input type="checkbox"/> Refer to Panel					
IAU Commander <u>Abs</u>				Date <u>4/20/16</u>	
Director - Office of Police Conduct Review <u>[Signature]</u>				Date <u>4/20/16</u>	

**CITY OF MINNEAPOLIS
OFFICE OF POLICE CONDUCT REVIEW**

COMPLAINT INFORMATION					
Case Number	Precinct	CCN	Date of Incident	Time	Preference
16-05066	2		March 16, 2016		
Location of Incident		City/State/Zip		Date of Complaint	
1911 Central AVE		Minneapolis 55418			
Complainant Name (Last, First, Middle Initial)			Sex	Race	DOB
13.43 - Personnel Data					
Home Address		City/State/Zip		Primary Telephone	
(?) (?)		(?), (?) (?)		(?)	
JURISDICTION		CATEGORY			
OPCR Ord. § 172.20 (8)		VIOLATION OF THE P&P MANUAL			
BADGE/NAME		ALLEGED POLICY VIOLATIONS			
1780 ; Englund, Nicholas		MPD P&P § 5-101 - TRUTHFULNESS			
ALLEGATION SUMMARY					
Complainant alleges that the officer failed to present a bicycle when commanded to do so, claiming that the bike was somewhere in the appropriate precinct. When finally presenting the bicycle to Complainant and upon being asked about its whereabouts by Complainant, Complainant alleges that the officer replied, "And I'm not going to tell you who I gave it to." Complainant claims that the aforementioned statement is proof of the officer's untruthfulness.					
SUPERVISOR ASSESSMENT					
MEDIATION <input type="checkbox"/> Refer to Mediation COACHING <input type="checkbox"/> Refer to Precinct INVESTIGATIONS <input type="checkbox"/> Preliminary Investigation <input type="checkbox"/> Civilian Investigator: <input checked="" type="checkbox"/> Sworn Investigator: <u>Cover</u> <input type="checkbox"/> Admin Investigation: Investigator			DISMISS <input type="checkbox"/> Reckoning Period Expired <input type="checkbox"/> No Basis <input type="checkbox"/> Failure to State a Claim <input type="checkbox"/> Failure to Cooperate <input type="checkbox"/> Exceptionally Cleared <input type="checkbox"/> Lack of Jurisdiction <input type="checkbox"/> Withdrawn <input type="checkbox"/> Duplicate <input type="checkbox"/> Refer to Dispatch <input type="checkbox"/> Refer to: <input type="checkbox"/> Closed - Pending Further Information		
FINAL APPROVED INVESTIGATIVE REPORT <input type="checkbox"/> Refer to Panel					
IAU Commander <u>[Signature]</u>				Date <u>3/17/16</u>	
Director - Office of Police Conduct Review <u>[Signature]</u>				Date <u>3/17/16</u>	

To: Lieutenant Henry Halvorson
From: 13.43 - Personnel Data
CC: Commander Jason Case
Commander Scott Gerlicher
Date: March 16, 2016
RE: Allegation of Misconduct

I am contacting you in regards to an allegation of misconduct by Officer Nicholas Englund(Englund), who is currently assigned to the Gang Interdiction Team. This is after a joint meeting with my direct supervisors, Lieutenant Jeff Rugel and Commander Scott Gerlicher in relation to this allegation of misconduct.

There were some ongoing issues with Officer Englund, when he was a member of the Bicycle Rapid Response Team(BRRT), which was supervised by Sergeant Dave Hansen(Hansen). Sergeant Hansen made attempts to try and get in contact with Officer Englund, regarding some scheduled shifts he had not showed up for on BRRT. Sergeant Hansen then tried to make contact with Officer Englund again, and informed him he was terminated from the BRRT. In this correspondence, Sergeant Hansen informed Officers Englund he needed to turn in his BRRT bicycle, all the bicycles original equipment and his large mace carrier. Officer Englund was directed by Sergeant Hansen through email, to turn in this equipment as soon as possible at the First Precinct and for him to notify Officers Bulleigh and/or Officer Lysholm when this was done. Sergeant Hansen did not receive a response to this request,

13.43

13.43 - Personnel Data

I then informed Lieutenant Jeff Rugel and Commander Scott Gerlicher of this violation, and we discussed possible options going forward with Officer Englund. Commander Gerlicher recommended I meet with Destiny Xiong from

Human Resources,

13.43 - Personnel Data

13.43 - Personnel Data During this conversation, it was recommended a Performance Improvement Plan be drawn up for some of his issues.

13.43 - Personnel Data

some of the issues could be addressed in the Performance Improvement Plan, but the Truthfulness violation was to be handled with Internal Affairs.

13.43 - Personnel Data

13.43 - Personnel Data

We then scheduled a meeting to go over the behavior of Officer Englund and to create a plan of action going forward.

During the meeting it was determined Officer Englund needed to be: removed from the 13.43 - Personnel Data, the allegation of a violation of the Truthfulness policy was to be forwarded to Internal Affairs and a Performance Improvement Plan was to be drafted and enforced in conjunction with his new assignment and new supervisors.

It is with these actions and provided information, that I am recommending an Internal Affairs investigation be started to investigate the allegation of Untruthfulness demonstrated by Officer Nicholas Englund.

Suker, Gene

①

From: Hansen, David Sgt
Sent: Thursday, July 16, 2015 10:19 AM
To: Englund, Nicholas R.
Cc: Suker, Gene; Bulleigh, James; Lysholm, Daniel; Fors, Erick
Subject: Your Specialty Unit/BRRT Assignmet

Officer Englund,

Due to the fact that you have no-showed for the last several BRRT assignments you had been scheduled for, your assignment to the BRRT Unit has been terminated. I can only assume that this was your plan anyway, but a phone call to report your wish to exit the unit would have been the more appropriate and professional route.

Your BRRT bike and all the bikes original equipment, along with your large mace carrier need to be turned in as soon as possible. Please drop the bike off at the First Precinct Bike Room and notify Officers Bulleigh and/or Lysholm when this is done so they can recover those items.

Sgt. Hansen
MPD **13.43**

2

Suker, Gene

From: Englund, Nicholas R.
Sent: Thursday, July 16, 2015 10:39 AM
To: Suker, Gene
Subject: Fwd: Your Specialty Unit/BRRT Assignmet

That was not my intention. And I did inform the sgts working on my brrt nights that I would be working my regular assignment per the request of my sgt. But that's fine. I'll get it in.

Officer Nick Englund #1780
Minneapolis Police Department

13.43 - Personnel Data

On Jul 16, 2015, at 10:18, Hansen, David Sgt <David.Hansen@minneapolismn.gov> wrote:

Officer Englund,

Due to the fact that you have no-showed for the last several BRRT assignments you had been scheduled for, your assignment to the BRRT Unit has been terminated. I can only assume that this was your plan anyway, but a phone call to report your wish to exit the unit would have been the more appropriate and professional route.

Your BRRT bike and all the bikes original equipment, along with your large mace carrier need to be turned in as soon as possible. Please drop the bike off at the First Precinct Bike Room and notify Officers Bulleigh and/or Lysholm when this is done so they can recover those items.

Sgt. Hansen
MPD BRRT XO

Suker, Gene

From: Hansen, David (Police Sgt 1)
Sent: Tuesday, January 26, 2016 2:08 PM
To: Suker, Gene
Subject: RE: BRRT Follow Up RE Englund

13.43 - Personnel Data

From: Suker, Gene
Sent: Tuesday, January 26, 2016 1:53 PM
To: Hansen, David (Police Sgt 1)
Subject: Re: BRRT Follow Up RE Englund

You have a phone number so I can call you?

Sent from my iPhone

On Jan 26, 2016, at 11:42 AM, Hansen, David (Police Sgt 1) <David.Hansen@minneapolismn.gov> wrote:

Sgt. Suker,

I have been attempting to get Officer Englund's BRRT bike back from him since he left the unit some time ago. I have tried email and voice mail without success. Can you please assist in getting this bike returned to me at the First Precinct? It should not have come to me needing to approach his supervisor to make this happen, but unfortunately it has.

Thanks

Sgt. Hansen

Suker, Gene

4

From: Englund, Nicholas R.
Sent: Thursday, January 28, 2016 5:32 PM
To: Hansen, David (Police Sgt 1)
Cc: Suker, Gene
Subject: brt bike

Sgt,

My BRRT bike is now in the 1st Pct bike room.

Officer Nick Englund

Minneapolis Police Department
Gang Interdiction Team
612-354-9524

"All that is necessary for the triumph of evil is for good men to do nothing" –Edmund Burke

MINNEAPOLIS POLICE DEPARTMENT

Deputy Chief Travis Glampe
Office of Professional Standards
Room 130-City Hall
350 South Fifth Street
Minneapolis, Minnesota 55415
612 673-2445



MEMORANDUM

09-27-2016

On 09-26-2016 a Loudermill Hearing was held with Officer Nicholas Englund regarding OPCR #16-05066. The Loudermill panel was composed of Inspector Kathy Waite, Commander Scott Gerlicher and I. Officer Englund attended the hearing along with Federation Representative Stenerson.

Following a review of the investigation, the contents of the investigative file, and the information presented at the hearing, the panel finds the following facts:

- On July 16, 2015 BRRT Coordinator-Sgt. David Hansen, sent Officer Englund an email that informed Englund his BRRT assignment had been terminated due to Englund failing to show up for BRRT duty. The email further directed Englund to return his department issued bike and associated equipment.
- On January 26, 2016, Englund still had not returned the bike. Sgt. Hansen emailed Sgt. Gene Suker, Englund's immediate supervisor, asking for assistance in getting the bike returned.
- Sgt. Suker spoke with Englund to relay his concern about Englund's failure to return the bike and equipment as ordered. Englund told Suker he returned it the 2nd Precinct.
- A check of the 2nd Precinct revealed that the bike was never taken there as Englund said. When confronted with this, Englund admitted that bike was at his house and he lied to Sgt. Suker.
- Englund finally returned the bike on 01-28-2016.
- Sometime after the bike was returned, Sgt. Suker asked Englund where the bike had been. Englund responded by telling Suker he "borrowed" the bike to someone. He further told Suker he would not tell him who he gave the bike to.
- In his Garrity statement to Internal Affairs, Englund says that he lied to Suker about this. The bike was in his garage all along and he just procrastinated about returning it.

The panel recommends sustaining

5-101.01 TRUTHFULNESS (01/26/05) (11/15/13)

The integrity of police service is based on truthfulness. Officers shall not willfully or knowingly make an untruthful statement, verbally or written, or knowingly omit pertinent information pertaining to his/her official duty as a Minneapolis Police Officer.

MPD employees shall not willfully or knowingly make an untruthful statement or knowingly omit pertinent information in the presence of any supervisor, intended for the information of any supervisor, or before any court or hearing. Officers shall not make any false statements to justify a criminal or traffic charge or seek to unlawfully influence the outcome of any investigation. (12/14/07)

These requirements apply to any report, whether verbal or written, concerning official MPD business including, but not limited to, written reports, transmissions to MECC and officers via radio, telephone, pager, e-mail or MDC.

MPD employees are obligated under this policy to respond fully and truthfully to questions about any action taken that relates to the employee's employment or position regardless of whether such information is requested during a formal investigation or during the daily course of business.

The panel finds that on two separate occasions, Englund purposely lied to Sgt. Suker about the location of the Department owned bike.

1-403 COMPLIANCE WITH LAWFUL ORDERS (12/28/01)

An employee must always obey lawful orders given by supervisors or their designees, but all employees will be held accountable for their use of delegated authority.

An employee who receives conflicting lawful orders shall obey the most recent given. After complying with the order, the employee should notify the next highest-ranking employee above the employee giving the conflicting orders.

Employees shall truthfully answer questions or render material(s) and relevant statements in a departmental investigation when so directed, consistent with the constitutional rights of the employees.

The panel finds that Englund was specifically told to return the Department bike and associated equipment. Englund took over 6 months to comply with this order. Englund agrees in his Internal Affairs statement that he was given an order to turn the bike in and he failed to do so.

Final Recommendations

The panel recommends sustaining 5-101.01 Truthfulness at a D level and 1-403 Failure to Comply with a Lawful Order at a "B" level.

The baseline discipline for a Truthfulness violation is a 40 hour suspension on the discipline matrix. The baseline discipline for a Failure to Comply with a Lawful Order Violation is a 10 hours suspension on the discipline matrix.

The panel recommends considering the violations to be intertwined. As such we are recommending a 40 hour suspension.

INVESTIGATIVE REPORT**Complaint Number:** OPCR 16-05066**Investigator:** Jose F. Gómez**Officer (s):** Nicholas Englund, Badge 1780**Case Type:** Admin**Date of Incident:** January 28th, 2016**Complaint Filed:** March 16th, 2016

CASE OVERVIEW

Sergeant David Hansen, Supervisor/XO of Bicycle Rapid Response Team (BRRT), sent Officer Nicholas Englund **13.43 - Personnel Data** an email notifying Officer Englund that his assignment to the BRRT unit had been terminated. In the same email Sergeant Hansen also instructed Officer Englund to return his BRRT bicycle and all equipment as soon as possible. Officer Englund acknowledged email and stated he would return the BRRT bicycle and equipment.

Approximately 6 months later Sergeant Hansen contacted Officer Englund's supervisor, Sergeant Gene Suker. Sergeant Hansen requested Sergeant Suker's assistance in retrieving the BRRT equipment, because it wasn't returned yet. Sergeant Suker had a conversation with Officer Englund reference the whereabouts of the BRRT equipment and Officer Englund stated he left the Bicycle at the 2nd Precinct. That lead Sergeant Suker to believe Officer Englund was being untruthful because Sergeant Hansen had checked the 2nd Precinct and the BRRT bicycle was not there.

13.43 - Personnel Data

ALLEGATIONS

Allegation 1: It is alleged Officer Englund was untruthful to Sergeant Suker twice:

- a. When Sergeant Suker asked Officer Englund the whereabouts of his BRRT equipment, specifically the BRRT bicycle. (5-101.01 TRUTHFULNESS)
- b. When Officer Englund told Sergeant Suker he borrowed the BRRT bicycle to someone else. (5-101.01 TRUTHFULNESS)

Allegation 2: It is alleged Officer Englund failed to comply with a lawful order when Sergeant Hansen instructed Officer Englund to return his assigned BRRT equipment on July 16th, 2015. (1-403 COMPLIANCE WITH LAWFUL ORDERS)

CASE INVESTIGATION

13.43 - Personnel Data

On January 26th, 2016, Sergeant Hansen emailed Sergeant Suker and explained to him that Officer Englund had not returned the BRRT bicycle and Sergeant Hansen was asking for his assistance in obtaining the Bicycle. Sergeant Suker is Officer Englund's direct supervisor. Sergeant Hansen told Sergeant Suker he checked the 2nd precinct and did not locate the BRRT bicycle there. The 2nd Precinct was Officer Englund's last assignment prior to **13.43 - Personnel Data**

On or about January 26th, 2016 Sergeant Suker talked to Officer Englund in person and asked him the whereabouts of the BRRT bicycle. Officer Englund stated it was at the 2nd Precinct. Sergeant Suker told Officer Englund that Sergeant Hansen already checked the 2nd Precinct and it wasn't there. This statement led Sergeant Suker to believe Officer Englund was being untruthful.

On or about January 26th, 2016 Sergeant Suker instructed Officer Englund to locate the BRRT bicycle and return it to Sergeant Hansen. A couple of days later Sergeant Suker asked Officer Englund if he located the BRRT bicycle and Officer Englund told him it was in his truck. Sergeant Suker then directed Officer Englund to return the BRRT bicycle to Sergeant Hansen at the 1st Precinct and to send a follow up email when this was done. Officer Englund sent an email to Sergeant Hansen and Sergeant Suker on January 28th, 2016, stating his BRRT bicycle was now at the 1st Precinct.

13.43 - Personnel Data

DISCUSSION

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

5-101.01 TRUTHFULNESS

The integrity of police service is based on truthfulness. Officers shall not willfully or knowingly make an untruthful statement, verbally or written, or knowingly omit pertinent information pertaining to his/her official duty as a Minneapolis Police Officer.

MPD employees shall not willfully or knowingly make an untruthful statement or knowingly omit pertinent information in the presence of any supervisor, intended for the information of any supervisor, or before any court or hearing. Officers shall not make any false statements to justify a criminal or traffic charge or seek to unlawfully influence the outcome of any investigation.

These requirements apply to any report, whether verbal or written, concerning official MPD business including, but not limited to, written reports, transmissions to MECC and officers via radio, telephone, pager, e-mail or MDC.

MPD employees are obligated under this policy to respond fully and truthfully to questions about any action taken that relates to the employee's employment or position regardless of whether such information is requested during a formal investigation or during the daily course of business

13.43 - Personnel Data

On or about January 26th, 2016, Sergeant Suker talked to Officer Englund at the Special Operations Center located at 4119 Dupont Avenue North, reference the BRRT Bicycle. Sergeant Suker asked Officer Englund where the BRRT bicycle was located and Officer Englund stated it was at the 2nd Precinct. Sergeant Suker spoke with Sergeant Hansen and relayed this information. Sergeant Hansen stated he had Community Service Officers (CSO's) check for the BRRT bicycle and they did not locate it at the 2nd Precinct.¹

Sergeant Suker then informed Officer Englund that the BRRT bicycle wasn't at the 2nd Precinct and Officer Englund then replied "it could be anywhere".² This lead Sergeant Suker to believe Officer Englund was untruthful when he stated it was at the 2nd Precinct.³ In Officer Englund's interview when I asked him what he told Sergeant Suker when asked about the BRRT bicycle he stated "And I told him it was taken...you know, it's taken care of, um, knowing that I hadn't taken care of it. It was still in my garage. Yep, I told him I took care of it and it's at the Second Precinct."⁴

In Officer Englund's interview he went into the dynamics of the 13.43 - Personnel Data and his relationship with Sergeant Suker. Officer Englund stated he could feel animosity between him and

13.43 - Personnel Data

² Officer Englund Q & A pg. 13 (31 - 41)

13.43 - Personnel Data

⁴ Officer Englund Q & A pg. 12-13 (21 - 2)

Sergeant Suker. Officer Englund stated it wasn't friendly at work and there was no camaraderie, it was very much a supervisor/subordinate relationship between all of them. Officer Englund stated part of the issue was that Sergeant Suker didn't give them direction on what he wanted and what the goals of the team and individuals were. Officer Englund stated he was vocal in some of the Unit meetings and he believes this created some turbulence between him and Sergeant Suker that may have impacted this incident.

In Officer Englund's interview I asked him if he told Sergeant Suker that he gave the BRRT bicycle to someone else to use and he stated "Yeah, I was...yeah, it was an off-the-cuff comment. I, I never gave the bike to anybody else. It was in the back corner of my garage--since the last time I used it the summer prior"⁵. Officer Englund stated when he responded he was upset and felt disrespected because Sergeant Suker brought up the BRRT bicycle again and he had already returned it.

13.43 - Personnel Data

In Officer Englund's interview I provided him a copy of MPD Policy & Procedure 501.01 Truthfulness. I went through the policy with Officer Englund and asked him if he felt he violated any section of the policy. Officer Englund stated "Yes".⁶ I followed up by asking Officer Englund how he violated the policy and he stated "Um, because Sergeant Suker had asked me to, um...if it was taken care of, and I told him that it was, and I hadn't, uh, taken care of it".⁷ I asked Officer Englund reference the statement he made of giving the BRRT bicycle to someone else to use and he stated "Right, and then the, the, the subsequent conversation when he asked you know, again, I told him and, you know, it was an off-the-cuff emotional statement right after he told me I tried to kick you off the team and you're not going to be able to work. Um, you know, I, I was untruthful again".¹⁰

I asked Officer Englund if he ever approached or attempted to approach Sergeant Suker to talk about the incident and he stated "And at that time, um, I didn't consider speaking to him about anything to be honest with you. Him and I...him and I's relationship had gotten to the point where, um, it was-, it was unhealthy. It was, uh...I, I spoke to him on professional terms and, and that was it. I didn't-, I didn't care to".

⁵ Officer Englund Q & A pg. 17 (21 - 25)

⁶ Officer Englund Q & A pg. 15 (1 - 17)

⁷ Officer Englund Q & A pg. 17 (3 - 7)

⁸ Officer Englund Q & A pg. 19 (39)

⁹ Officer Englund Q & A pg. 20 (3 -4)

¹⁰ Officer Englund Q & A pg. 20 (7 - 10)

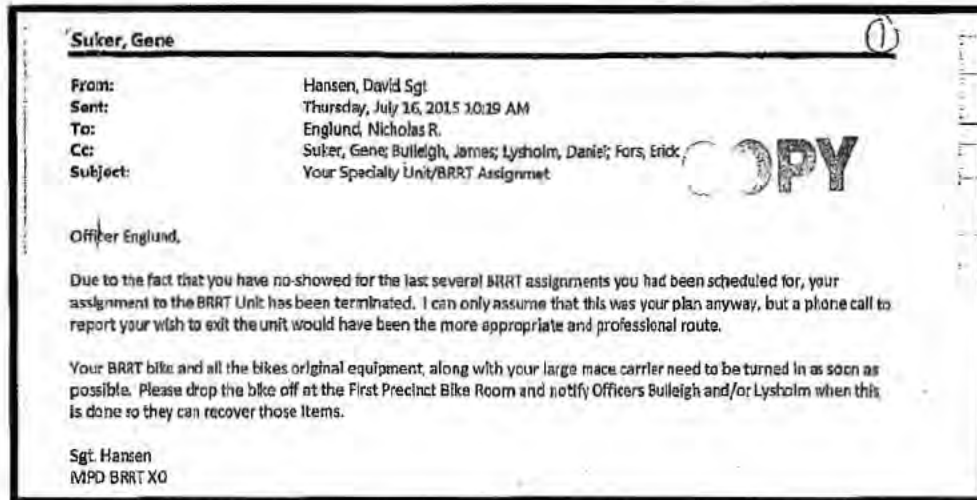
1-403 COMPLIANCE WITH LAWFUL ORDERS

An employee must always obey lawful orders given by supervisors or their designees, but all employees will be held accountable for their use of delegated authority.

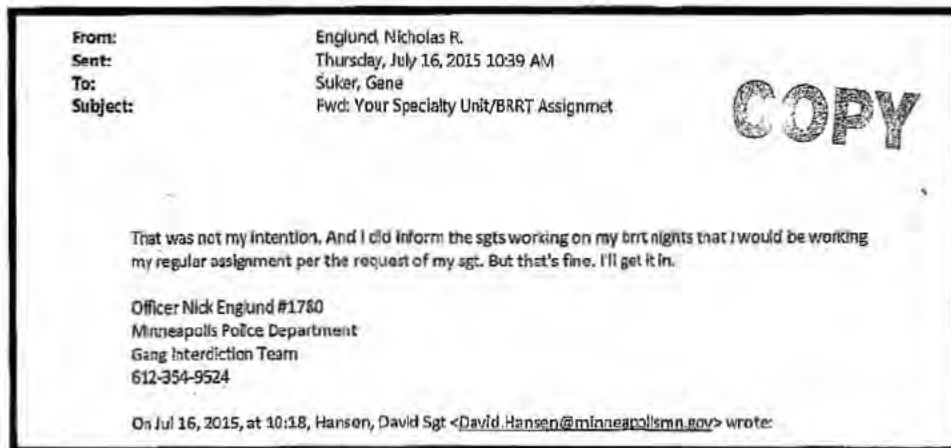
An employee who receives conflicting lawful orders shall obey the most recent given. After complying with the order, the employee should notify the next highest-ranking employee above the employee giving the conflicting orders.

Employees shall truthfully answer questions or render material(s) and relevant statements in a departmental investigation when so directed, consistent with the constitutional rights of the employees.

On July 16th, 2016, at 10:19 AM, Sergeant Hansen sent Officer Englund an email titled, Your Specialty Unit/BRRT Assignment. Sergeant Hansen notified Officer Englund that his assignment to BRRT was terminated and to return his BRRT Bicycle as soon as possible to the 1st Precinct. Below is a screen shot of email:



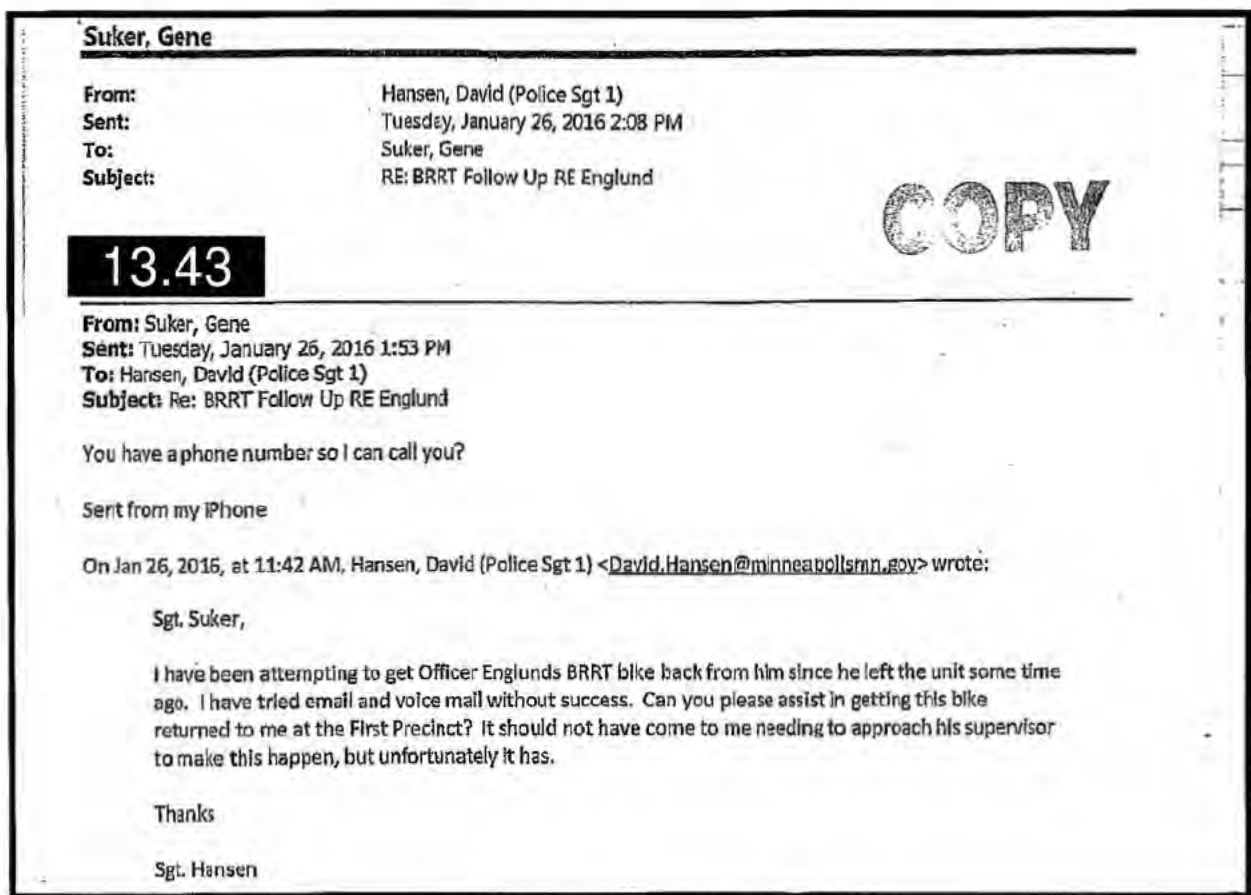
On the same day at 10:39 AM, Officer Englund responded to the email and stated "But that's fine. I'll get it in." Below is a screen shot of email:



13.43 - Personnel Data

Sergeant Hansen didn't receive the BRRT Bicycle and called Officer Englund several times on his cell phone attempting to contact him. Sergeant Hansen then took the next step and asked Officer Englund's Supervisor, Sergeant Suker, to assist him in retrieving the BRRT bicycle.¹³ In his statement Officer Englund stated he didn't remember receiving any voicemails or calls from Sergeant Hansen.¹⁴

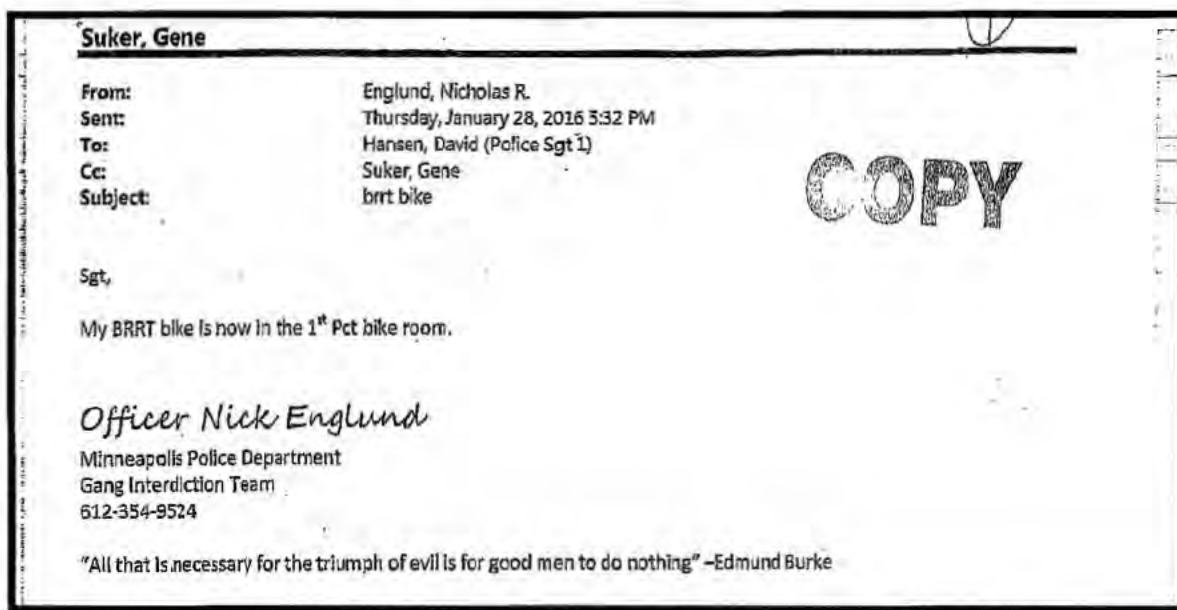
Sergeant Hansen sent Sergeant Suker an email on January 26th, 2016, at 11:42 AM, titled "BRRT follow up RE Englund". Sergeant Hansen requested assistance from Sergeant Suker in retrieving Officer Englund's BRRT bicycle. Sergeant Suker acknowledged the email on the same day at 01:53 PM and asked Sergeant Hansen for his phone number, which Sergeant Hansen sent. Below is a screen shot of email chain:



13.43 - Personnel Data

¹³ Officer Englund Q & A pg. 7 (7 - 14)

Officer Englund returned the Bicycle on January 28th, 2016, and sent Sergeant Hansen and Suker an email stating the BRRT bicycle was in the 1st Precinct bike room. Below is a screen shot of email"



When Officer Englund was asked why he didn't return the bicycle he stated "Yeah, it was, uh...I mean, to be perfectly honest, um, I, I do procrastinate, um, you know, getting stuff done sometimes, and because it wasn't super convenient for me to just throw it in and like, you know, bring it in, um, and because it was way back, um, I, I remember...I received the email obviously, but some time passed and I just forgot. I mean I really genuinely didn't even, you know...it didn't come to-, come to me. I had procrastinated and because it was, you know, back in the back corner of my garage, it just...I didn't remember to do it".¹⁵

I asked Officer Englund when Sergeant Hansen emailed him to return the BRRT bicycle if he considered that an order and he stated "Yeah, it was clear to me that he wanted me to turn it in, yes".¹⁶ I provided Officer Englund a copy of MPD Policy and Procedure 1-403 Compliance with lawful orders. I went through the policy with Officer Englund and asked him if he felt he violated any section of the policy. Officer Englund stated "Uh, I do believe that Sergeant Hansen had made the request, you know, for me to turn in the bike and I-, and I failed to do that, um, within a timely manner. Um, I would-, I would say that it was an order in that he said that it needs to be turned in".¹⁷

I asked Officer Englund if looking back at this incident there is anything he would do different and he stated "100%. Um, I'm, I'm open and honest that I, I really screwed up. I'm...I mean I ashamed, you know, and embarrassed".¹⁸

¹⁵ Officer Englund Q & A pg. 6 (17 – 26)

¹⁶ Officer Englund Q & A pg. 6 (36)

¹⁷ Officer Englund Q & A pg. 19 (12 – 17)

¹⁸ Officer Englund Q & A pg. 21 (41 – 42)

CLOSING

There are two key issues presented:

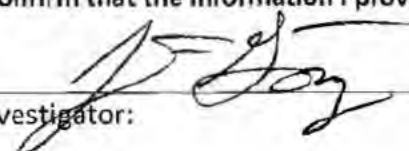
1. Whether Officer Englund was untruthful, twice, to Sergeant Suker when asked the whereabouts of his BRRT bicycle.

- A. On or about January 26th, 2016, Sergeant Suker spoke with Officer Englund reference the whereabouts of his BRRT bicycle. Officer Englund stated he returned the bicycle to the 2nd Precinct.
- B. Sergeant Suker informed Officer Englund that Sergeant Hansen had checked the 2nd Precinct and the BRRT bicycle wasn't there.
- C. Officer Englund in his statement stated he told Sergeant Suker the BRRT bicycle was at the 2nd Precinct and he it was taken care of, knowing that he didn't take care of it.
- D. After Officer Englund returned the bicycle Sergeant Suker asked Officer Englund where the Bicycle was and he stated he gave the BRRT bicycle to someone else to use and he wasn't going to tell Sergeant Suker who he gave it to.
- E. In his statement Officer Englund stated he never gave the BRRT Bicycle to anyone else to use and it was in his garage.
- F. When I asked Officer Englund if he violated any section of MPD Policy & Procedure 5-101.01 Truthfulness, he stated "yes".
- G. Officer Englund stated he violated this policy by telling Sergeant Suker he had taken care of it and he hadn't.
- H. Officer Englund also stated he was untruthful again when Sergeant Suker asked him where he had the BRRT bicycle and he told Sergeant Suker someone else had it.

2. Whether Officer Englund failed to comply with a lawful order when Sergeant Hansen instructed Officer Englund to return the BRRT bicycle.

- A. On July 16th, 2015, Sergeant Hansen sent Officer Englund an email titled, Your Specialty Unit/BRRT Assignment. In the email Sergeant Hansen notified Officer Englund his BRRT assignment had been terminated and to return his BRRT bicycle to the 1st Precinct as soon as possible.
- B. Sergeant Hansen considered the email he sent to Officer Englund, which stated to return the BRRT bicycle and equipment, an order.
- C. On July 16th, 2015, Officer Englund replied to Sergeant Hansen's email and said "I'll get it in"
- D. On or about July 16th, 2015, Sergeant Suker also had a conversation with Officer Englund to return the BRRT equipment.
- E. On January 26th, 2016, Sergeant Hansen emailed Sergeant Suker and requested his assistance in retrieving the BRRT bicycle from Officer Englund. The BRRT bicycle had not been returned yet.
- F. When I asked Officer Englund why he didn't return the BRRT bicycle he stated that he procrastinated and just forgot about it.
- G. Officer Englund stated that when he received the email from Sergeant Hansen on July 16th, 2015, to return the BRRT equipment he considered that an order.
- H. Officer Englund stated he failed to return the BRRT bicycle in a timely manner.
- I. Officer Englund returned the BRRT bicycle on January 28th, 2016.

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

Investigator: 

6-24-16

Date:

EVIDENCE

1. Statements

- a) 13.43 - Personnel Data
- b)
- c) Officer Nicholas Englund

2. Records

- a) 13.43 - Personnel Data
- b) Emails from Sergeant Hansen to Officer Englund

13.43 - Personnel Data

March 18, 2016

RE: IAU Case Number 16-05066
Witness Notification Letter

13.43 - Personnel Data

You are being called as a witness in a matter being investigated by MPD Internal Affairs Unit. The assigned IAU case number is 16-05066.

It is alleged that in January of 2016, Officer Nicolas England was untruthful to a Minneapolis Police Department Sergeant when asked about returning a Bicycle Rapid Response Team (BRRT) bicycle to the 2nd Precinct. It is also alleged Officer England failed to obey a lawful order when MPD supervisors instructed him to return a BRRT bicycle in 2015 and 2016.

MPD Policy and Procedure alleged to have been violated:

- 5-101.01 TRUTHFULNESS
- 1-403 COMPLIANCE WITH LAWFUL ORDERS

***The listed policy violations may be amended and/or changed at any point during the investigation.**

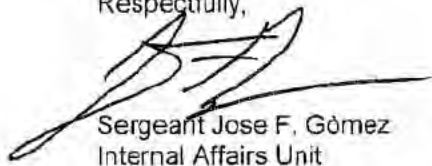
Your appointment to provide a statement to the Internal Affairs Unit has been scheduled for **Thursday, March 24th, 2016, at 1400 hours in the IAU office, Rm 112, City Hall.**

If for some reason you have a conflict with this date/time you may call me and we will try to work out an alternative date/time for your interview

It is your responsibility to arrange for a Federation representative prior to coming to your interview if you choose to have Federation representation. I can be contacted by e-mail or phone at 673-3644 between the hours of 0900 and 1700, Monday through Friday.

Failure to show for your scheduled interview may result in charges against you. This is an ongoing investigation and as such you are not to discuss this case or interview with anyone other than your attorney and/or Federation Representative.

Respectfully,


Sergeant Jose F. Gómez
Internal Affairs Unit

IAU case file

May 13th, 2016


13.43 - Personnel Data

Enclosed you will find two identical copies of your statement. Please take time to review your statement. Make any corrections by crossing out any discrepancies, then write in the correction, and initial the correction. After reviewing each page please initial at the bottom of each page. At the end of reviewing your statement, and any corrections that you may have made, please sign and date the last page.

Please mail back, one of the reviewed and signed copies by the end of your next scheduled shift. You may keep the other copy for your own records. If a corrected and signed statement is not returned within five (5) days, it will be assumed that the statement does not require corrections and will be added to the case file unsigned.

Thank you for your assistance in this case. Any questions or concerns you can reach me at (612) 673-3644.

Sincerely,



Sgt. Jose F. Gomez
Internal Affairs Unit
Minneapolis Police Department

13.43 - Personnel Data

Respectfully,

Sergeant Jose F. Gómez
Minneapolis Police Department
Internal Affairs Unit
350 5th Street South, RM 112
Minneapolis, MN 55415
Office: (612) 673-3644
Fax: (612) 673-3843



Confidentiality Notice: This email message, including any attachments, is for the sole use of the Intended recipient(s) and may contain government data and thereby subject to the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13; may be subject to attorney-client or work product privilege; may be confidential, privileged, proprietary, or otherwise protected. If you are not the intended recipient, be aware that any unauthorized review, disclosure, copying, distribution, or use of the contents of this information is prohibited and punishable by law. If you have received this electronic transmission in error, please immediately notify the sender by return email and then promptly delete this message from your computer system.

DATA PRACTICES ADVISORY

Internal Investigation Warning for Employees under Investigation (Tennessen Warning)

You are being questioned as part of an official internal investigation into a complaint of misconduct. The information you provide will be used in a fact-finding process, as part of the total evidence, to determine if such misconduct occurred and for assessing whether disciplinary action should be taken. Any admissions that you make during the course of questioning may be used against you as evidence of employee misconduct or as a basis for discipline. The information you supply may also be used in a grievance hearing, arbitration, or other appeal procedure. The following individuals and entities may have access to the information you provide:

- The subject of the data, which includes you, but may include someone else.
- Employees and officials of the City of Minneapolis whose work assignments reasonably require access to the information.
- Individuals or entities that have contracts with the City of Minneapolis reasonably requiring access to the information.
- Attorneys for the City of Minneapolis if such information is related to a matter upon which the City seeks legal advice.
- If disciplinary action is imposed against you based on the results of this investigation, the information you provide may be made available to the public as documentation supporting final disciplinary action.
- Other persons or entities authorized by you, by a state or federal law, or by court order to have access to such information.

Failure to provide the information requested means that the internal investigation must be concluded based upon all evidence and testimony received by the investigator(s) without your statement.

I have read the above warning or have had it read to me.

13.43



13.43 - Personnel Data

April 7, 2016

RE: IAU Case Number 16-05066
Witness Notification Letter

13.43 - Personnel Data

You are being called as a witness in a matter being investigated by MPD Internal Affairs Unit. The assigned IAU case number is 16-05066.

It is alleged that in January of 2016, Officer Nicolas England was untruthful to a Minneapolis Police Department Sergeant when asked about returning a Bicycle Rapid Response Team (BRRT) bicycle to the 2nd Precinct. It is also alleged Officer England failed to obey a lawful order when MPD supervisors instructed him to return a BRRT bicycle in 2015 and 2016.

MPD Policy and Procedure alleged to have been violated:

- **5-101.01 TRUTHFULNESS**
- **1-403 COMPLIANCE WITH LAWFUL ORDERS**

***The listed policy violations may be amended and/or changed at any point during the investigation.**

Your appointment to provide a statement to the Internal Affairs Unit has been scheduled for Tuesday, **April 19th, 2016, at 1100 AM in the IAU office, Rm 112, City Hall.**

If for some reason you have a conflict with this date/time you may call me and we will try to work out an alternative date/time for your interview.

It is your responsibility to arrange for a Federation representative prior to coming to your interview if you choose to have Federation representation. I can be contacted by e-mail or phone at 673-3644 between the hours of 0900 and 1700, Monday through Friday.

Failure to show for your scheduled interview may result in charges against you. This is an ongoing investigation and as such you are not to discuss this case or interview with anyone other than your attorney and/or Federation Representative.

Respectfully,

13.43 - Personnel Data

13.43 - Personnel Data

March 23rd, 2016

RE: IAU Case Number 16-05066
Witness Notification Letter

13.43 - Personnel Data

You are being called as a **witness** in a matter being investigated by MPD Internal Affairs Unit. The assigned IAU case number is 16-05066.

It is alleged that in January of 2016, Officer Nicolas England was untruthful to a Minneapolis Police Department Sergeant when asked about returning a Bicycle Rapid Response Team (BRRT) bicycle to the 2nd Precinct. It is also alleged Officer England failed to obey a lawful order when MPD supervisors instructed him to return a BRRT bicycle in 2015 and 2016.

MPD Policy and Procedure alleged to have been violated:

- **5-101.01 TRUTHFULNESS**
- **1-403 COMPLIANCE WITH LAWFUL ORDERS**

***The listed policy violations may be amended and/or changed at any point during the investigation.**

Your appointment to provide a statement to the Internal Affairs Unit has been scheduled for **Friday, April 1st, 2016, at 1300 hours in the IAU office, Rm 112, City Hall.**

If for some reason you have a conflict with this date/time you may call me and we will try to work out an alternative date/time for your interview.

It is your responsibility to arrange for a Federation representative prior to coming to your interview if you choose to have Federation representation. I can be contacted by e-mail or phone at 673-3644 between the hours of 0900 and 1700, Monday through Friday.

Failure to show for your scheduled interview may result in charges against you. This is an ongoing investigation and as such you are not to discuss this case or interview with anyone other than your attorney and/or Federation Representative.

13.43 - Personnel Data

IAU case file

DATA PRACTICES ADVISORY

Internal Investigation Warning for Employees under Investigation (Tennessen Warning)

You are being questioned as part of an official internal investigation into a complaint of misconduct. The information you provide will be used in a fact-finding process, as part of the total evidence, to determine if such misconduct occurred and for assessing whether disciplinary action should be taken. Any admissions that you make during the course of questioning may be used against you as evidence of employee misconduct or as a basis for discipline. The information you supply may also be used in a grievance hearing, arbitration, or other appeal procedure. The following individuals and entities may have access to the information you provide:

- The subject of the data, which includes you, but may include someone else.
- Employees and officials of the City of Minneapolis whose work assignments reasonably require access to the information.
- Individuals or entities that have contracts with the City of Minneapolis reasonably requiring access to the information.
- Attorneys for the City of Minneapolis if such information is related to a matter upon which the City seeks legal advice.
- If disciplinary action is imposed against you based on the results of this investigation, the information you provide may be made available to the public as documentation supporting final disciplinary action.
- Other persons or entities authorized by you, by a state or federal law, or by court order to have access to such information.

Failure to provide the information requested means that the internal investigation must be concluded based upon all evidence and testimony received by the investigator(s) without your statement.

I have read the above warning or have had it read to me.

13.43 - Personnel Data

May 13th, 2016


13.43 - Personnel Data

Enclosed you will find two identical copies of your statement. Please take time to review your statement. Make any corrections by crossing out any discrepancies, then write in the correction, and initial the correction. After reviewing each page please initial at the bottom of each page. At the end of reviewing your statement, and any corrections that you may have made, please sign and date the last page.

Please mail back, one of the reviewed and signed copies by the end of your next scheduled shift. You may keep the other copy for your own records. If a corrected and signed statement is not returned within five (5) days, it will be assumed that the statement does not require corrections and will be added to the case file unsigned.

Thank you for your assistance in this case. Any questions or concerns you can reach me at (612) 673-3644.

Sincerely,


Sgt. Jose F. Gomez
Internal Affairs Unit
Minneapolis Police Department

13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

Officer Nicolas Englund
Minneapolis Police Department
5th Precinct **13.43**

RE: OPCR Case Number: 16-05066
NOTIFICATION LETTER

Officer Englund,

You are being investigated for an alleged violation of the City of Minneapolis Police Department Policy and Procedures.

MPD Policy and Procedure alleged to have been violated:

- **5-101.01 TRUTHFULNESS**
- **1-403 COMPLIANCE WITH LAWFUL ORDERS**
- **5-101 CODE OF CONDUCT**

On July 16th, 2015 Sergeant Hansen ordered you to turn in your BRRT bicycle via email and you allegedly failed to do so. On or about January 28th, 2016, at 4119 Dupont Avenue North, Sergeant Suker spoke to you reference the BRRT bicycle not being returned to Sergeant Hansen yet. It is alleged you were untruthful reference the whereabouts of the bicycle when responding to Sergeant Suker. It is also alleged you violated the BRRT Standard Operational Procedure Manual by giving the BRRT bicycle to someone else to use and not returning the BRRT bicycle to the BRRT XO.


***The listed policy violations may be amended and/or changed at any point during the investigation.**

According to Workforce Director you are scheduled to work on May 25th, 2016. Your appointment to provide a statement to the Internal Affairs Unit has been scheduled for **Wednesday, May 25th, 2016, at 2230 hours in the IAU office, Rm 112, City Hall.**

It is your responsibility to arrange for a Federation representative prior to coming to your interview if you choose to have Federation representation. I can be contacted by e-mail or phone at 673-3644 between the hours of 0900 and 1700, Monday through Friday.

Failure to show for your scheduled interview may result in charges against you. This is an ongoing investigation and as such you are not to discuss this case or interview with anyone other than your attorney and/or Federation Representative.

Respectfully,


Sergeant Jose F. Gomez
Internal Affairs Unit
05/16/2016

CC: Inspector Loining
Lieutenant Halvorson
IAU case file

DATA PRACTICES ADVISORY

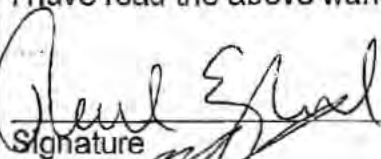
Internal Investigation Warning for Employees under Investigation (Tennessen Warning)

You are being questioned as part of an official internal investigation into a complaint of misconduct. The information you provide will be used in a fact-finding process, as part of the total evidence, to determine if such misconduct occurred and for assessing whether disciplinary action should be taken. Any admissions that you make during the course of questioning may be used against you as evidence of employee misconduct or as a basis for discipline. The information you supply may also be used in a grievance hearing, arbitration, or other appeal procedure. The following individuals and entities may have access to the information you provide:

- The subject of the data, which includes you, but may include someone else.
- Employees and officials of the City of Minneapolis whose work assignments reasonably require access to the information.
- Individuals or entities that have contracts with the City of Minneapolis reasonably requiring access to the information.
- Attorneys for the City of Minneapolis if such information is related to a matter upon which the City seeks legal advice.
- If disciplinary action is imposed against you based on the results of this investigation, the information you provide may be made available to the public as documentation supporting final disciplinary action.
- Other persons or entities authorized by you, by a state or federal law, or by court order to have access to such information.

Failure to provide the information requested means that the internal investigation must be concluded based upon all evidence and testimony received by the investigator(s) without your statement.

I have read the above warning or have had it read to me.


Signature

5-25-14 1040
Date/Time


Witness

5-25-16 1040
Date/Time

June 17th , 2016

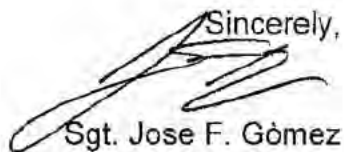
Officer Nicholas Englund
Minneapolis Police Department
5th Precinct 13.43 - Personnel Data

Officer Englund,

Enclosed you will find two identical copies of your statement. Please take time to review your statement. Make any corrections by crossing out any discrepancies, then write in the correction, and initial the correction. After reviewing each page please initial at the bottom of each page. At the end of reviewing your statement, and any corrections that you may have made, please sign and date the last page.

Please mail back, one of the reviewed and signed copies by the end of your next scheduled shift. You may keep the other copy for your own records. If a corrected and signed statement is not returned within five (5) days, it will be assumed that the statement does not require corrections and will be added to the case file unsigned.

Thank you for your assistance in this case. Any questions or concerns you can reach me at (612) 673-3644.


Sincerely,
Sgt. Jose F. Gómez
Internal Affairs Unit
Minneapolis Police Department

1 OK. THIS IS A TAPE-RECORDED STATEMENT OF OFFICER NICHOLAS ENGLUND ON MAY
2 25, 2016, AT APPROXIMATELY 10:41 P.M. IN THE MINNEAPOLIS POLICE DEPARTMENT
3 INTERNAL AFFAIRS UNIT BEING INTERVIEWED BY SERGEANT JOSE GOMEZ. ALSO,
4 PRESENT IS SERGEANT STENERSON, FEDERATION REPRESENTATIVE. TRANSCRIBED BY R.
5 METCALF.

6
7 RE: OPCR Case Number #16-05066

8
9 Q: What is your full name, sir?

10 A: Nicholas Ryan Englund.

11
12 Q: And what is your present rank and work assignment?

13 A: Patrol Officer, Fifth Precinct **13.43**

14
15 Q: What is your employee number and date of appointment?

16 A: Uh, employee number is 001780 and I, um, I was appointed January of 2009.

17
18 Q: OK.

19
20 YOU ARE BEING ORDERED TO GIVE A COMPLETE AND TRUTHFUL STATEMENT
21 PERTAINING TO THE SCOPE OF YOUR EMPLOYMENT OR FITNESS FOR DUTY. IT IS A
22 COMPELLED STATEMENT PURSUANT TO MPD POLICY AND PROCEDURE.

23
24 UNDER THE GARRITY DECISION, ANY STATEMENT PROVIDED IN THIS INVESTIGATION
25 CANNOT BE USED IN A CRIMINAL PROCEEDING AGAINST YOU, EXCEPT IN THE CASE OF
26 ALLEGED PERJURY. HOWEVER, THESE STATEMENTS MAY BE USED AGAINST YOU IN
27 RELATION TO EMPLOYMENT ALLEGATIONS.

28
29 Do you understand this warning?

30 A: Yes.

31
32 Q: I AM ADVISING YOU THAT IF YOU REFUSE TO ANSWER, GIVE A FALSE OR
33 INTENTIONALLY INCOMPLETE STATEMENT, OR INTENTIONALLY OMIT INFORMATION
34 THAT IS PERTINENT TO THIS INVESTIGATION, YOU WILL BE SUBJECT TO DISCIPLINARY
35 ACTION UP TO AND INCLUDING SUSPENSION OR DISCHARGE.

36
37 Do you understand this warning?

38 A: Yes.

39
40 Q: Is it correct that prior to turning on the recorder you read, understood, and signed
41 the Data Practices Advisory, otherwise known as the Tennessen Warning?

42 A: Yes.

43

INT *JS*

1 Q: Have I informed you in your notification letter the purpose of this statement relates
2 to an internal investigation, specifically an administrative review, that is being
3 conducted and that you are being accused of the following: On July 16, 2015, Sergeant
4 Hansen ordered you to turn in your BRRT bicycle via email and you allegedly failed to do
5 so; on or about January 20, 2016, uh, at 4119 Dupont Avenue North, Sergeant Suker
6 spoke to you reference a BRRT bicycle not being returned to Sergeant Hansen yet; it is
7 alleged you were untruthful reference the whereabouts of the bicycle when responding
8 to Sergeant Suker; it is also alleged you violated the BRRT Standard Operating
9 Procedural Manual (SOP) by giving the BRRT bicycle to someone else to use and not
10 returning the BRRT bicycle to the BRRT, uh, XO; did I inform you of that?

11 A: Yes.

12
13 Q: And that you are being called to explain the circumstances regarding these
14 allegations?

15 A: Yes.

16
17 Q: Um, can you tell me how you prepared for today's interview?

18 A: Um, I, uh, just reflected on the events, uh, that had occurred and spoke with
19 Sergeant Stenerson.

20
21 Q: OK. Uh, according to Workforce Director, you were assigned to the 13.43

22 13.43 - Personnel Data Does that sound accurate?

23 A: Yes.

24
25 Q: Um, and, Officer Englund, are you currently a 13.43 - Personnel Data
26 member?

27 A: Not currently.

28
29 Q: At some point, were you?

30 A: Yes.

31
32
33
34
35
36
37
38
39
40
41
42
13.43 - Personnel Data

36 Q: OK.

37 A: And then, um, um, back of...

38
39 Q: Would this...I think this is a Special Order for training April 17, 2013, and mmm...so I
40 don't know if that would be approximately...yeah, Nicholas Englund. You were Precinct
41 2 at the time?

42 A: I was. That, that makes sense to me. That, that sounds like the right time.

INT 

1
2 Q: That's what...that would have been when you initially started the, the training?

3 A: Correct.

4
5 Q: OK. And then, when, um, when did you get, uh, get off the training..

13.43

6 13.43 - Personnel Data

7 A: Uh, I believe that was effective, um, when I received the email from Sergeant Hansen
8 on July 16th.

9
10 Q: OK. And you're referencing...uh, I showed you four emails before the interview, um,
11 and one of them is that where he's, uh, instructing you of that?

12 A: Correct.

13
14 Q: OK. Um, when you went to the, the BRRT training back in, um... -- the date of this
15 order, April 17th -- at this point were you assigned a bicycle with the BRRT Team or can
16 you tell me at point one is assigned to you?

17 A: Uh, yeah, I believe, um, at some point during...before, during, or shortly thereafter
18 the training, uh, you're assigned a, a bicycle.

19
20 Q: OK. So, you received one shortly after this?

21 A: I, I may have even received it beforehand, so that I could use it for the training.

22
23 Q: OK.

24 A: Yeah.

25
26 Q: That makes sense. Um, and, uh, we reference some emails. Um, in July of 2015,
27 were you contacted by Sergeant Hansen -- and he's the, the BRRT XO -- to return a BRRT
28 bicycle?

29 A: Yes.

30
31 Q: And can you tell me about that? What, what kind of happened or transpired?

32 A: Um, I was on the... 13.43 - Personnel Data

33
34 Q: Mm-hmm (indicating yes).

35 A: -and, um, I had in, in May of 2015 I was assigned to 13.43 - Personnel Data

36
37 Q: OK.

38 A: 13.43 - Personnel Data ...uh, and that was my permanent assignment. I went
39 from Second Precinct to the 13.43 - Personnel Data and that team, um, was a small
40 unit of five officers and a sergeant.

41
42 Q: OK.

INT 

1 A: And when I went to the team, I notified Sergeant Suker that, um, of kind of my prior
2 responsibilities that I had. I would be having training for BRRT as well [REDACTED]

3 13.43 [REDACTED]
4

5 Q: OK.

6 A: And, um, I just told him those were things that we may have to work around
7 schedule wise.
8

9 Q: OK.

10 A: Um, and so, I remained on the team. Um, although, um, I...in wanting to give 100%
11 to my new assignment in 13.43
12

13 Q: Mm-hmm (indicating yes).

14 A: -and being a small unit -- you know if an officer is gone, it makes the unit even
15 smaller --
16

17 Q: OK.

18 A: -um, I had, uh, the made the decision, um, to instead of... During the summertime, if
19 you're a BRRT officer, um, you're...you, um, work certain like weekends downtown for
20 bar close and things like that that's part of the BRRT assignment.
21

22 Q: OK. Do they, uh...do you sign up for these or does like the BRRT sergeant, like
23 Hansen, would...does he just assign you weekends and he sends you, uh, an email or
24 how does that work?

25 A: In the beginning of the year, um, we usually have an annual training, and at that
26 time, you kind of pick your days-
27

28 Q: OK.

29 A: -um, throughout the year that you want to-, you want to work.
30

31 Q: OK.

32 A: So, you sign up for them ahead of time.
33

34 Q: OK.

35 A: Um, but because of conflicts with schedule and me wanting to kind of give my all to
36 13.43, there were a number of, um, BRRT shifts that I was scheduled to work-
37

38 Q: Mm-hmm (indicating yes).

39 A: -where I worked my regular shift instead, so that I could be part of the team and, uh,
40 especially in the first few months, 13.43 - Personnel Data
41

42 Q: OK.

INT NE

1 A: -just so that I could acquainted with the officers and, and kind of hit the ground
2 running.

3
4 Q: And I think Sergeant Hansen, um, states that -- I have a copy of the email -- um, in
5 his-, in his email reference, um, that you hadn't shown up for 13.43 assignments.
6 Does that sound accurate?

7 13.43 - Personnel Data

8
9 um, I, I do believe that in each instance I notified the, uh, sergeants that were in-charge
10 of that particular 13.43 working that night and told them, "Hey, um, just so you
11 know, I'm gonna work my regularly assigned shift: 13.43 - Personnel Data"

12
13 Q: OK. Um, in this email that I'm referencing -- It's the, the top...the top one, do you...if
14 you have them -- um, it's from Sergeant Hansen. It's dated, uh, July 16, 2015, at 10:19
15 a.m. sent to you and then Suker, cc'd Bulleigh, Lysholm, and Fors. Um, and in there, uh,
16 Sergeant Hansen states that, um, 13.43 - Personnel Data
17 13.43 "um, and then, he goes in, um...the, the last paragraph is "Your BRRT bike
18 and all bike's original equipment along with your large mace carrier need to be turned in
19 as soon-, as soon as possible. Please drop the bike off at the First Precinct Bike Room
20 and notify Officer Bulleigh or Lysholm when this is done, so they can recover those
21 items." Um, does that sound accurate?

22 A: Yes.

23
24 Q: And then, I think...and then, on the second page -- the #2 -- you responded by, um,
25 saying "That was not my intention and I did inform my...uh, the sergeants working on
26 13.43 that I would be working my regular assignment, uh, per the request of
27 my sergeant..." Is that...are you talking about Suker?

28 A: Yes.

29
30 Q: "...but that's fine. I'll get it in." Does that sound accurate?

31 A: Yes.

32
33 Q: Um, so, can you-, can you tell me, um, what you ended up doing after this email, like
34 reference the equipment?

35 A: Um, after I received the email, um, I...transporting of the BRRT bike was always
36 difficult for me. I have a four door car and my trunk is full of, you know, random things,
37 and so, it was never really convenient to get it to and from work, you know.

38
39 Q: OK.

40 A: Um, and so...and I had kept my BRRT bike at my house in the garage. It was back in
41 the corner. Um, at one point, I think I was using it as like a coat rack, um, um, so it was
42 kind of oversight and out of mind. And after receiving the email, um, because it, it wasn't

INT 12

1 super convenient for me to transport it back and because I...it was-, it was kind of
2 oversight and out of mind, I, I failed to, um, return it immediately, um, to the-, to the, uh,
3 First Precinct.

4
5 Q: Do you remember, if, um, after this email, did Sergeant Suker have a conversation
6 with you via phone reference the BRRT equipment and that he had talked to Sergeant
7 Hansen? Do you recall that?

8 A: Um, I remember him coming to me, uh, in-person and saying, you know, "Hey,
9 Sergeant Hansen is wondering about your bike."

10
11 Q: OK. Was this in July, like around this time, that you're referencing or are you
12 referencing the later in January?

13 A: I, I think it was July.

14
15 Q: OK. Um, so, you didn't return the BRRT bike at this time because you're saying the
16 transportation and you kind of forgot about it?

17 A: Yeah, it was, uh...I mean, to be perfectly honest, um, I, I do procrastinate, um, you
18 know, getting stuff done sometimes, and because it wasn't super convenient for me to
19 just throw it in and like, you know, bring it in, um, and because it was way back, um, I, I
20 remember...I received the email obviously, but some time passed and I just forgot. I
21 mean I really genuinely didn't even, you know...it didn't come to-, come to me. I had
22 procrastinated and because it was, you know, back in the back corner of my garage, it
23 just...I didn't-

24
25 Q: OK.

26 A: -remember to do it.

27
28 Q: OK. I know you talked about the transport with the car. Did, did you think about
29 borrowing a truck, or any other options at the time, or...?

30 A: Yeah, I could have done that, and I could have just cleaned out my trunk and, and
31 brought it in like I would do on a normal BRRT shift, but, uh, I did not.

32
33 Q: OK. Um, when Sergeant Hansen sent you this email, um, reference the bicycle and
34 the equipment, did you...and returning it, did you consider, uh, that an order, like a
35 directive?

36 A: Yeah, it was clear to me that he wanted me to turn it in, yes.

37
38 Q: OK. Um, if you go to #3 email, um -- and it starts at the bottom, they kind of work
39 backwards -- it's January 26, 2016, at 11:42 a.m., Sergeant Hansen to Sergeant Suker,
40 and he says "I have been attempting to get Officer Englund's BRRT bike back from him
41 since he left the unit some time ago. I've tried email and voicemail without success.
42 Can you, please, assist in getting his bike returned to me at the First Precinct? It

INT 

1 shouldn't have come to me needing to approach a supervisor to make this happen, but
2 unfortunately it has. Thanks, Hansen." And it looks like, uh, Sergeant Suker replies "Do
3 you have a phone number, so I can call you," and then, at the top, Hansen gives him a
4 cellphone number. Um, so, did, um...do you-, do you recall getting, uh, emails from
5 Sergeant Hansen or -- I'm sorry -- voicemails or calls from Sergeant Hansen reference
6 the BRRT bicycle?

7 A: I don't remember receiving a voicemail from Sergeant Hansen. I do recall getting the
8 email.

9
10 Q: OK. But from July 16th to January 26th, um, you never recall like a call or a voicemail-

11 A: I don't.

12
13 Q: -on your cellphone number?

14 A: I, I don't.

15
16 Q: OK. And, um, did, uh, Sergeant Suker end up speaking to you in-person reference
17 this, um, request?

18 A: Yes.

19
20 Q: Can you tell me-, can you tell me about that? It would have been on or about
21 January 26th, or do you recall if it was the date, or...?

22 A: Um, I don't remember the date that he, he came to me, but it was, uh...I believe it
23 was around that time-

24
25 Q: OK.

26 A: -he asked about the status of the-, of the BRRT bike.

27
28 Q: Can you tell me about that conversation, kind of what, what did he tell you, what did
29 you respond or tell him?

30 A: Yeah. Um, before I get into that, I'd like to kind of layout, um, a little bit of the, the
31 goings on within the unit.

32
33 Q: OK.

34 A: Uh, within the 13.43 Unit. Um, there was...there were-, there were issues going on
35 within the unit. Um, Sergeant Suker and I never...I don't think we ever really hit it off
36 very well, even from the beginning.

37
38 Q: OK.

39 A: I always got the vibe that he didn't really like me.

40
41 Q: Did you guys have a history?

42 A: No, I never met him before.

INT 

1
2 Q: So, you never knew each other before the **13.43**
3 A: No, never met him before.
4
5 Q: OK.
6 A: Um, but it just, just kind of the way -- and maybe that's just how he is day-to-day but
7 -- not having known him it, it seemed to me that there's something about me bothered
8 him. Uh, that I wasn't-
9
10 Q: OK.
11 A: -um...I don't know. I just got the vibe that he didn't care for me.
12
13 Q: OK.
14 A: So, which wasn't a big deal, you know. I can have a professional relationship with my
15 sergeant even though we may not agree. Um...
16
17 Q: Was there anything...I mean like what kind of vibes? It's just you really can't
18 pinpoint, or you just got that feeling, or...?
19 A: Um, just some of the responses, you know, um, that I would-, that I would...you
20 know, I, I would speak to him and, um, I would like get a short, short answer or short
21 response-
22
23 Q: OK.
24 A: -um, when I was-, when I was speaking to him or, um, I would have...I would come to
25 him with something and it-, and it seemed like he, he wouldn't want to do it or, um...it
26 was more of a feeling. There wasn't anything outward that I could-, that I could
27 pinpoint and say, "Hey, you don't like me," but it was...I think it was just clear and I think
28 that other, other officers...and it wasn't just me. Um, the whole team was kind of
29 having issues with Sergeant Suker.
30
31 Q: OK. So, the other officers?
32 A: Yeah, I mean as a-, as a five person team we had come to him kind of early on after
33 the team started and-
34
35 Q: OK.
36 A: -and told him we got some concerns about the team and how...kind of how things
37 were being run, that we were kind of unhappy, um, about kind of the work
38 environment, you know, um, the, the, the...some of the scheduling, and things like that.
39
40 Q: OK.

INT 

1 A: Um, and so, it...things were...things started off and they were kind of...it was-, it was
2 a little bit rough. You know what I mean? And, uh, we had one, one officer that left
3 early because he, he voluntarily left the team cause he...

4
5 Q: Who was that?

6 A: 13.43

7
8 Q: OK.

9 A: Uh, he left the team in, in...

10
11 Q: Was this because of Sergeant Suker or was it just cause it wasn't working out for him
12 in the unit?

13 A: 13.43 it was the supervisor issue.

14
15 Q: OK.

16 A: 13.43

17
18
19 Q: OK.

20 A: 13.43. But, um, there was definitely concerns among all the members of
21 the team of how things were kind of being run, and so, there was...we had meetings
22 with Sergeant Suker. We sat him down as a team, um, a couple times and kind of
23 expressed our concerns, some of the things that we'd like to change. And so, um, to be
24 honest, I, I kind of was vocal in those-, in those meetings.

25
26 Q: OK.

27 A: I feel that I was respectful and I felt that I was, um, you know, um, professional, but I,
28 I did kind of voice my concern about some of the issues that we were having and, uh, so
29 I think that kind of put me on the radar with him a little bit-

30
31 Q: OK.

32 A: -uh, in terms of...and maybe that kind of helped spark that, uh, I don't know if I'd call
33 it animosity, but there's that friction that was just palpable in the unit.

34
35 Q: OK.

36 A: Um, and so, it got to the point where I mean a lot of us didn't even care to talk to
37 him. I mean to be perfectly honest, um, our goal was to kind of get in the office and get
38 out, uh, and just go kind of do our thing.

39
40 Q: OK.

41 A: So, that was kind of the environment that we were working in. You know it's a small
42 unit. We are in a small office. Um, you know it was just uncomfortable.

INT 

1
2 Q: I don't think I asked you reference 13.43 but what, what is that the team did? Do you
3 know what I mean? What was the...-

4 A: The mission?

5
6 Q: -your job descript...yeah, the mission, the job description.

7 A: Uh, that was one of the issues that we had, um, with Sergeant Suker was that we
8 didn't feel that he was giving us a mission, a very clear direction as to what he wanted
9 and what his goals for the team and for us individually were.

10
11 Q: OK.

12 A: And so, we were kind of left with, um...people would ask that to us at...you know
13 we'd go to roll calls and, well, what do you do, what's your job. And so, that was one of
14 the sources of frustration and contention with the team was what do you want us to do.
15 Like as the sergeant, as the leader of this team, how do you want us spending our time,
16 what do you want us doing, what are...what does the, the upper brass want us doing.

17
18 Q: Mm-hmm (indicating yes).

19 A: Um, and so, that led to, again, just a lot of, um, awkwardness-

20
21 Q: OK.

22 A: -you know, within the unit. Um, and generally, we would all try to work the same
23 days and, uh, you know, like I said, we would go in and, um, that would be kind of the
24 goal to get in and get out. And then, when...there...it wasn't that team atmosphere.
25 You know you go into some teams -- some CRT teams, or, uh, SAFE Streets, or some
26 other ones -- where I mean it's really a team environment, and the sergeant is part of
27 the team and he's one of the guys. And that definitely was not the case. There was the
28 team and then there was Sergeant Suker. And, um, when we would go to him with
29 concerns-

30
31 Q: Mm-hmm (indicating yes).

32 A: -uh, we felt that he was defensive and that he was, um, not open to suggestions or,
33 or anything like that. So, that kind of just lays the ground work for me...him and my
34 relationship.

35
36 Q: OK.

37 A: It, it did get, um...I, I could just feel that he didn't care for me and...

38
39 Q: Was anything ever said or it was just as far as...?

40 A: No, not right off the bat, um, but it was just...I don't know you can just tell when,
41 when someone doesn't care for you, especially in a small unit like that.

42
INT 132

1 Q: OK.

2 A: You work every day together for ten hours. There isn't the, hey, how's it going.
3 There wasn't...it wasn't friendly. It wasn't, uh...there was no camaraderie. It was very
4 much a-

5

6 Q: OK.

7 A: -supervisor/subordinate relationship and, um, um, so that, that just kind of created
8 some turbulence between all of us, and specifically, between him and I. I think because
9 he maybe resented the fact that I was so vocal at our meetings-

10

11 Q: OK.

12 A: -and how we kind of wanted to tweak some things to make this unit what we all kind
13 of wanted it to be because it was new. Um...

14

15 Q: OK.

16 A: So, I think that kind of put me on the radar with, with Sergeant Suker from the get
17 go.

18

19 Q: OK. So, is your...um, what you, you think...like, like, uh, I think asked you, you had
20 nothing specific, but it's just that vibe you get kind of...?

21 A: Right.

22

23 Q: OK.

24 A: And, and, and again, we-

25

26 Q: From what you told me?

27 A: -we, we all felt it. I mean we all talked about it. We all had talked about leaving.
28 We've all talked about and we...I think we went to him two or three, if not four times, as
29 a group and, and said, hey, we, we need changes. We need to, you know...-

30

31 Q: OK.

32 A: -we need to talk you. We need to work things out as like, you know, uh, as a-, as a
33 team. So, that, that started the, the contention...the source of contention that we had
34 and, um-

35

36 Q: OK.

37 A: -kind of set the tone for, for how things-, how things were.

38

39 Q: OK. Um, so, then, um, tell me about that. Uh, I think we were talking about the, the
40 26th reference an email-

41 A: Yes, OK.

42

INT 

1 Q: -um, that, uh, um, Hansen sent. And then, um, did Sergeant Suker end up speaking
2 to you reference returning the BRRT bicycle?

3 A: He did. At some point, uh, on or around January 26th, um, Sergeant Suker spoke to
4 me in person. We were in the office.

6 Q: Was it like in his office or was it like...was anybody else around do you remember?

7 A: I don't remember, um, if anyone else was around. We had a shared office with, uh,
8 cube...cubicles.

10 Q: OK.

11 A: It was like three on one side and three on the other, and so, um...and his was next to
12 mine, so it was kind of group shared office.

14 Q: OK.

15 A: So, it wasn't a closed door conversation or anything. He just said, um, hey, you
16 know, something to the effect of what...what's up with the bike or have you taken care
17 of this bike issue. Sergeant Hansen reached out to me wondering about the bike.

19 Q: OK. And then, can you tell, tell me what your response was or what, what did you
20 end up telling him?

21 A: Um, and that kind of leads into the relationship that him and I had and how, um,
22 there wasn't a whole lot of trust. There was...it was...there was some...I could tell...I
23 could feel the animosity. I didn't feel like I could, um, be up front with him and, and
24 things like that. So, he asked, did ya...you know, have you taken care of this, where's
25 the bike. And I told him it was taken...you know, it's taken care of, um, knowing that I
26 hadn't taken care of it. It was still in my garage.

28 Q: OK.

29 A: Um, and I told him that because I did not care to have any more of a conversation
30 than I needed to have with him and that's, that's where it had gotten to in our kind of
31 collective relationship was-

33 Q: OK.

34 A: -I'm, I'm just gonna tell ya it's taken care of and I'm gonna take care of it, so that I
35 don't have to, you know, have this long drawn out uncomfortable conversation. So,
36 my...that was my intent was, OK, I'm gonna get it taken care of, you know. So, I told him
37 that I had taken care of it.

39 Q: Did, um, did you tell him that the bike was, uh, that you returned to it to the Second
40 Precinct?

41 A: Yes.

42
INT 

- 1 Q: Do you recall that? So, how did...you told him you took care of it and then that...?
2 A: Yep, I told him I took care of it and it's at the Second Precinct.
3
4 Q: OK. Um, did, uh, Sergeant Suker kind of follow-up, or ask you, um, or tell you that it
5 wasn't because Sergeant Hansen had checked or do you recall a conversation?
6 A: I remember him saying that Sergeant Hansen couldn't find the bike and he said why
7 don't you go figure out where it's at and-
8
9 Q: OK.
10 A: -get it taken care of.
11
12 Q: OK. And, um, what did you end up doing?
13 A: Um, I, I believe it was that same night I -- after I got off shift -- I went home, I loaded
14 up the BRRT bike that had been in my garage all winter long, and put it in the back of my
15 fiancée's truck, and, um, then I drove the truck into work, uh, the next day, um, and
16 then after, after shift I brought it to the First Precinct Bike Room.
17
18 Q: OK.
19 A: And, um, shortly thereafter, like that same night or the day after, I notified Sergeant
20 Hansen that the bike was in the Bike Room.
21
22 Q: OK. And that's...if you wanna flip to Email #4. Is that...can you read that?
23 A: "My BRRT bike...Sergeant, my BRRT bike is now in the First Precinct Bike Room."
24
25 Q: OK. And that was dated when?
26 A: Thursday, January 28th.
27
28 Q: OK. So, like the two days following you sent him the email?
29 A: Correct.
30
31 Q: Um, OK. Did you make a comment to Sergeant Suker about the bicycle could be
32 anywhere now after, uh, he said it wasn't at the Second Precinct?
33 A: Yeah.
34
35 Q: And can you...why, why did you tell him that?
36 A: Um, again, you know, the only-, the only way that I can explain it is, is once again him
37 and I had this relationship that I didn't...I knew he didn't care for me. I didn't really care
38 to talk to him. Um, he was kind of pressing me on the issue, and so, you know, it was a,
39 um, kind of an emotional response, like, you know, I don't know it could be anywhere.
40
41 Q: Mm-hmm (indicating yes).

INT NE

1 A: Uh, you know, I was just trying to get out of that conversation and move on with my
2 night-

3
4 Q: OK.

5 A: -uh, because of...just because of our history and our...the fact that I just...it just
6 wasn't a comfortable situation.

7
8 Q: OK. Um, on or about this date on the 26th, too, um, did you end up having a follow-
9 up conversation at... -- I think it was after the bike was returned -- with Sergeant Suker
10 reference, uh, he might have asked you like where was the bike, um, do you recall that?

11 A: I don't recall the exact date that we sat down, but, um, he had...we had sat down.
12 Everyone had in the-, in the team had sat down individually-

13
14 Q: OK.

15 A: -to do our yearly goals, you know, at the beginning of the year.

16
17 Q: OK.

18 A: And to be honest, I don't remember when this con...exactly when this conversation
19 occurred.

20
21 Q: It would have been shortly after this? .

22 A: Yeah, uh, I remember it was that...the, the yearly, you know, you have to go over
23 your goals with your sergeant, so-

24
25 Q: Yep.

26 A: -it would have been shortly after January 28th, but I don't remember the exact date.

27
28 Q: OK.

29 A: But, um, I sat down with him privately. We were in a, a separate room. There was
30 no one else, you know, around cause we were gonna through this employee...

31
32 Q: OK.

33 A: And, um, he sat down and we started going over, um, his plans for the unit and some
34 of the things that he, you know...he, uh, wanted to do or some of things that we had
35 done, and then, um, kind of jumped into a conversation about me. And he notified me
36 that he tried to, uh, get me removed from the unit, um, that he had contacted, uh, the
37 commander and the lieutenant and requested that I be removed from the unit.

38
39 Q: OK.

40 A: And, um, he told me that they had, uh, said no. I don't know why that would be.
41 Um, you know why they said no and what their reasons were, um, or what his reasons
42 were for requesting it, but, um, he told me that, um, they said no. And so, as opposed

INT 

1 to me getting removed from the unit, that I was gonna be placed on a Performance, uh,
2 um...

3
4 Q: Performance Plan?

5 A: Performance Plan.

6
7 Q: OK.

8 A: And he told me at that time that, you know, part of the-, part of the course of this
9 Performance Plan was going to be no part-time, um, you know, and I was gonna have to
10 do this for like 60 or 90 days, um, and to successfully complete it. Um, that's kind of...I
11 took it as kind of a condition of remaining on the unit.

12
13 Q: OK.

14 A: That, that conversation, um, was extremely upsetting to me. Um, first and foremost,
15 I felt like I was a very hard worker on this team, you know. I felt like I gave him, um, a
16 lot of hard work. Um, I produced a lot, you know, of what he...what we thought he was
17 asking for and what he wanted.

18
19 Q: OK.

20 A: Um, I, you know, I had the arrests, I had...and he had the documentation of, you
21 know, this is the arrests that you've had, this is...kind of had a flow...or a...

22
23 Q: Spreadsheet?

24 A: A spreadsheet of this is what you've done and this is what everyone else has done.
25 And, um, I, I mean I was right up there with everybody else, you know, and so, I...it was
26 very frustrating to me that I felt because of our personal...this personal beef that we had
27 that we hadn't been able to get past us. That he was trying to get...bounce me from this
28 team and, um, you know, that was-, that was upsetting to me because I was hoping to
29 use this, this gang team as kind of a springboard to another unit whether it be Weapons,
30 or SAFE Streets, or-

31
32 Q: OK.

33 A: -JTTF. I mean this...

34
35 Q: Yep.

36 A: I, I, I really enjoyed what I was doing. I felt it was really important. I felt like I was
37 doing a good job. I felt like I was jiving really well with my partners.

38
39 Q: Mm-hmm (indicating yes).

40 A: That we were all having a good time and producing what it was that the sergeant
41 was asking for and then I'm told I tried to kick you out.

42
INT 

1 Q: OK.

2 A: You know, and it was kind of a, uh...it was kind of a knockout punch. And so, I was
3 really upset, um, that I had...I had put in a lot of time, um, with this unit, and I really
4 gave it my all, and, um, so, that upset me. And then, the...also, when he mentioned that
5 I, I wouldn't be able to work part-time -- I might not be able to work my, you know, part-
6 time that I had already scheduled out, you know, one, two, three months out -- um, that
7 got...you know, that was...that pissed me off, too. You know I'm like, well, I have part-
8 time that I've, uh, planned out months in advance now.

9

10 Q: Right.

11 A: So, this was like a, a perfect storm, the perfect culmination of he kind of caught me
12 off guard with, hey, by the way, I tried to kick you out of the unit, and then, oh, by the
13 way...

14

15 Q: You had no idea?

16 A: Yeah, I had no idea.

17

18 Q: OK.

19 A: Um...

20

21 Q: So, um, did he end up asking you about like who you gave the...or what did you do
22 with the bike or something to that effect?

23 A: Yes, he...after having this conversation, he then started asking questions about this
24 BRRT bike again, which, um, you know, again I was-, I was really-, I was really upset, um,
25 that I, I was...I felt really disrespected. Um...

26

27 Q: Sergeant Suker knew you returned it -- Right? -- cause you sent the email to Hansen.

28 A: Yeah.

29

30 Q: Was he...I didn't...was he cc'd on it?

31 A: Yes.

32

33 Q: OK.

34 A: Yep. So, he knew that it had been returned. And that was the other thing that I'm
35 thinking of why are you going back to this bike, why can we not move passed this bike,
36 um, you know, I was-, I was very...I was-, I was really upset that he was...he had done
37 that to me. I took it personal, um, like, um, he was allowing this personal thing between
38 us to try and oust me out of this unit-

39

40 Q: OK.

41 A: -as opposed to judging me on my work performance, and my output, and things like
42 that.

INT 

1
2 Q: OK.

3 A: So, he did he asked, well...so, he started bringing up the bike...the BRRT bike thing
4 again -- well, what about the BRRT bike, where did the bike go. And, uh, it was an off-
5 the-cuff comment. I, uh, I was speaking out of really just emotionally charged at that-
6 at that point in time, um, and I, I, I regret it. I, I...it was wrong, but I told him that, you
7 know...he was-, he was looking for an explanation as to where this bike went.

8
9 Q: OK.

10 A: And I said, you know what, I, I borrowed it to someone and that's why it took so long
11 to get it back. And, um, he asked who I borrowed it to and I said, you know, I'm not
12 gonna, you know...I'm not gonna say.

13
14 Q: OK.

15 A: And, um, that's where the conversation kind of -- about the BRRT bike -- kind of
16 concluded.

17
18 Q: OK. So, reference those, uh...that comment about that you gave it to somebody
19 else, did you in fact give the bike to somebody else, or like you said, it was off-the-cuff
20 and you were...you said that?

21 A: Yeah, I was...yeah, it was an off-the-cuff comment. I, I never gave the bike to
22 anybody else. It was in the back corner of my garage-

23
24 Q: OK.

25 A: -since the last time I used it the summer prior, um...

26
27 Q: OK. Um, I think there's a copy of the BRRT SOP that I obtained from Hansen. Do
28 you-, do you remember going through this in training when...?

29 A: I'm sure-, I'm sure that we did. I don't recall, um, exactly what it says, but.

30
31 Q: Um, uh, part of the BRRT SOP, it says, "The bike will only be used by the officer it is
32 assigned to unless prior permission is obtained from the BRRT XO." And you were
33 saying that you didn't give it to him-

34 A: I didn't.

35
36 Q: -or anybody else?

37 A: I didn't.

38
39 Q: And then another...the next sentence is "When an officer's commitment to the BRRT
40 has ended, the officer shall return the assigned bike to the BRRT XO." Um, and that
41 happened in Jan...on January 28, 2016, correct?

42 A: Um...

INT 

1
2 Q: According to...

3 A: That's, that's, that's when I sent the email, yeah.

4
5 Q: OK. And you think it might have been the 27th or 26th?

6 A: I think I, I...again, around that time. I think I had returned it that...the night, um, after
7 I got off on the 20...the morning of the 28th.

8
9 Q: OK.

10 A: I brought it to the bike...the First Precinct bike thing, and then the next day after I got
11 into work at 5:32 or whatever, I sent Sergeant Hansen the email. So, it was on or
12 around January 28th, yes-

13
14 Q: OK.

15 A: -that it finally did get returned.

16
17 Q: Um, and I think you've mentioned that you put it in...is it your girlfriend or fiancée's
18 truck-

19 A: Yes.

20
21 Q: -um, when you returned it?

22 A: Yep.

23
24 Q: Um, just backing up to July, did...um, was she living with you at that time? Did you
25 have access to that truck?

26 A: Yes. Yeah, other than her having to drive it to and from work and things like that,
27 yeah, I did have access to it.

28
29 Q: OK. Did you think about, um, doing it at that time or...with using the, the truck in
30 July?

31 A: Uh, you know, to be honest, again, I, um...it wasn't so much a, a matter of can I do it
32 or can I not do it. I mean I could have even cleaned out my own, you know, trunk and
33 done it. It was legitimately that I, I procrastinated doing it and then it was I had forgot
34 about it.

35
36 Q: OK.

37 A: It was in the back of my garage and...

38
39 Q: OK. I think I gave you some copies of the policy. Um, if you can go to 1-403
40 Compliance with Lawful Orders, is that...do you got one?

41 A: Yes.

42

INT 

1 Q: It says, "An employee must always obey lawful orders given by supervisors or their
2 designees, but all employees shall be held accountable for their use of delegated
3 authority. An employee who receives conflicting lawful orders shall obey the most
4 recent given. After complying with the order, the employee should notify the next
5 highest-ranking employee above the employee giving the conflicting orders. Employees
6 shall truthfully answer questions or render material(s) and relevant statements in a
7 departmental investigation when so directed, consistent with the constitutional rights of
8 the employees." Um, Officer Englund, with everything that has been discussed today
9 and the knowledge you have regarding, uh, the incident and your understanding of the
10 policy 1-403 Compliance with Lawful Orders, do you believe you violated any section of
11 this policy?

12 A: Uh, I do believe that Sergeant Hansen had made the request, you know, for me to
13 turn in the bike and I-, and I failed to do that, um, within a timely manner.

14
15 Q: OK. But you considered it a request or an order? If you want, you can read this.

16 A: Um, I would-, I would say that it was an order in that he said that it needs to be
17 turned in.

18
19 Q: OK. Um, and then if you go to the Truthfulness Policy, it should be under 5-101.01.
20 "The integrity of police service is based on truthfulness. Officers shall not willfully or
21 knowingly make an untruthful statement, verbally or written, or knowingly omit
22 pertinent information pertaining to his/her official duty as a Minneapolis Police Officer.
23 MPD employees shall willfully...shall not willfully or knowingly make an untruthful
24 statement or knowingly omit pertinent information in the presence of any supervisor,
25 intended for the information of any supervisor, or before any court or hearing. Officers
26 shall not make any false statements to justify a criminal or traffic charge or seek to
27 unlawfully influence the outcome of any investigation. These requirements apply to any
28 report, whether verbal or written, concerning official MPD business including, but not
29 limited to, written reports, transmissions to MECC or officers via radio, telephone,
30 pager, e-mail or MDC. MPD employees are obligated under this policy to respond fully
31 and truthfully to questions about any actions taken that relates to the employee's
32 employment or position regardless of whether such information is requested during a
33 formal investigation or during the daily course of business." Um, was that all on...?

34 A: Yes.

35
36 Q: OK. I'm sorry. I just wanted to make sure that it was, uh, on that. Um, go...after, uh,
37 going through this policy, and what we've discussed today, and your knowledge of the
38 policy for Truthfulness, do you believe you violated any section of this policy?

39 A: Yes.

40
41 Q: And for...and can you tell me what your reasoning was again, please?

42 A: The reasoning for why I, I feel I violated it?

INT 

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42

Q: Yeah.

A: Um, because Sergeant Suker had asked me to, um...if it was taken care of, and I told him that it was, and I hadn't, uh, taken care of it.

Q: OK. And then, um, that you had given it to somebody else?

A: Right, and then the, the, the subsequent conversation when he asked you know, again, I told him and, you know, it was an off-the-cuff emotional statement right after he told me I tried to kick you off the team and you're not going to be able to work. Um, you know, I, I was untruthful again.

Q: Um, did you ever, uh -- after this incident -- did you ever attempt or think about like approaching like Sergeant Suker about, you know, this incident and kind of...you know, just kind of airing it out or...?

A: Um, I, I, I did. Um, I think that our relationship was so far gone that, uh, I didn't even have the, um, urge to talk to him about anything else anymore, and then once I found out that...um, it was shortly thereafter...shortly after he told me that I was gonna stay, he informed me -- I think it was I don't know a few weeks later -- that I was in fact going to be, um, removed from the unit.

Q: OK.

A: And at that time, um, I didn't consider speaking to him about anything to be honest with you.

Q: OK.

A: Him and I...him and I's relationship had gotten to the point where, um, it was-, it was unhealthy. It was, uh...I, I spoke to him on professional terms and, and that was it. I didn't-, I didn't care to.

Q: OK. Did you, um, share this information with any of your coworkers in the GIT Unit -- you said it was a small unit -- reference this incident and kind of what you told Sergeant Suker or what happened? Did you talk to anybody in the unit about that?

A: About specifically like the bike?

Q: This incident, yeah. The, the bike and kind of how you responded to him and...did you...

A: I, I mean I know that we-, I know that we had talked in a group setting like, you know, um, about our dis...dislike for the unit and what's been going on.

Q: Yeah.

A: I don't remember having a, a distinct conversation about-

INT 

1 Q: About your situation?
2 A: -this is-, this is what Sergeant Suker said to me.
3
4 Q: OK.
5 A: Um...
6
7 Q: OK. Um, did you ever, uh, talk to Sergeant Suker's supervisor -- would have been
8 Rugel --
9 A: Mm-hmm (indicating yes).
10
11 Q: - or you know anybody above Suker kind of reference the issues or kind of the
12 feeling you were getting? Did you ever...
13 A: In general with the unit?
14
15 Q: Yeah.
16 A: Um, that was-, that was something that we had talked about as a team, um, because
17 we didn't feel like we were getting the, uh, feedback and the responses from Sergeant
18 Suker when we sat down with him.
19
20 Q: OK.
21 A: And so, our next step was, um, was going to be, you know, we need to take this to
22 Lieutenant Rugel and kind of air out our grievances to the lieutenant.
23
24 Q: And this was as a group? As other officers besides you?
25 A: Yeah, that was the-, that was the intended plan was for us to go as a group.
26
27 Q: OK.
28 A: Um, I had since been removed from the unit, and so, I was never part of that. I, I, I
29 was never a part of a conversation with Lieutenant Rugel about anything that was going
30 on.
31
32 Q: Do you know if the officers had a meeting with Rugel?
33 A: There were a couple of officers that did meet with, um, Lieutenant Rugel and
34 informed him of their dissatisfaction and their concerns with the unit.
35
36 Q: OK. Without Suker being present, like you were...or...?
37 A: I think it was just with Lieutenant Rugel.
38
39 Q: OK. OK. Looking back at this incident, is there anything that you would do
40 differently or if something same or similar were to occur again?
41 A: 100%. Um, I'm, I'm open and honest that I, I really screwed up. I'm...I mean I
42 ashamed, you know, and embarrassed. Um, I, I clearly went against my, uh, character,

INT 

1 my integrity. Um, you know, I have a pretty, pretty good file, a pretty good record of
2 hard work, and, um, you know, accommodations, and, and, uh, you know, Second
3 Precinct Officer of the Year. And for me to tarnish that reputation that I've spent so
4 long building to, um, to tarnish that by allowing someone else to kind of get the best of
5 me, you know, and, um, it was something that I would-, I would-, I would never do
6 again. I, I, I am ashamed and embarrassed. Um, I, I know it was wrong, um, but it was
7 an emotional time, and again, I was-, I was just speaking off the cuff wanting to, uh, to
8 just get those conversations over with cause I didn't even want to talk to him. But, um,
9 so, yes, I would do it-, I would do it differently. Uh, and I-, and I feel like, um, you know,
10 I've certainly learned, learned the lesson. I mean I got transferred out of a unit that I
11 really wanted to be in, which was in, in my hopes gonna springboard me to one of these
12 other great things.

13
14 Q: Right.

15 A: Um, you know, I got transferred to a precinct that I necessarily didn't want to go to.
16 Um, you know, there was a lot of, you know, just...not just the, the personal aspect of
17 things where I'm disappointed in myself for having done this, um, but professionally,
18 you know. Um, I think I kind of, you know, screwed myself, you know, so, um, I do. I
19 feel-, I feel horribly about it. It was the wrong decision. I take full responsibility. I...if I
20 could do it all over again, I'd return the bike the day I got the email, um, and if I hadn't, I
21 would have told Sergeant Suker when he asked about it, you know, this is-, this is what I
22 did and this is...or what I didn't do-

23
24 Q: OK.

25 A: -um, but, unfortunately, it didn't go that way.

26
27 Q: OK. Are there any facts concerning this incident that you have knowledge of, but
28 have not disclosed?

29 A: Um, no, not, not that I can think of.

30
31 Q: Is there anything else that you would like to add to this statement that I have not
32 asked you concerning this incident?

33 A: Um, I guess I'd just like to hit home that this wasn't...the truthfulness stuff and, and
34 telling him that things were taken care of and they weren't, and telling him that, you
35 know, uh...and, and the whole what started out as white lie and un...unraveled into this
36 bigger thing was never an intent for me to, um...you know, it was-, it was never this big
37 conspiracy to keep the BRRT bike. It was never a, uh, desire for me to, you know, um,
38 prevent Sergeant Hansen from having the tools that he needs to do his job as the BRRT
39 XO. Um, it was 100% a... - like I said before, and I feel like I'm repeating myself but -- an
40 emotional response to a supervisor, um, you know, and subordinate situation that was
41 just really not good and had been declining for some time.

42

INT 

1 Q: OK

2 A: So, I don't-, I don't use that as an excuse. You know I should have been truthful. I
3 should have regardless of the situation between Sergeant Suker and I it was on me to
4 make that right decision, but I, um...but I do want it to be known that I wasn't trying to
5 hide anything. I wasn't trying to be untruthful, um, uh, to get out of any type of trouble.
6 It was just a response to, you know-, you know, not wanting to converse with him and,
7 and have those conversations with him because of our...um, the, the kind of the turmoil
8 in our professional relationship.

9

10 Q: OK. Is this a true and accurate statement?

11 A: Yes.

12

13 Q: PER MPD POLICY AND PROCEDURE, SECTION 5-107.8, YOU ARE NOT TO DISCUSS
14 THIS INTERVIEW OR CASE INVESTIGATION WITH ANYONE OTHER THAN YOUR
15 FEDERATION, UNION REPRESENTATIVE, OR ATTORNEY.

16

17 Do you understand this warning?

18 A: Yes.

19

20

21 STATEMENT CONCLUDED AT 2331 HOURS

22

23

24

25

26

27

28

29

30

31

32

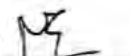
Officer Nicholas Englund

6/22/16
Date

Witness

Job #: 39798

INT



Gomez, Jose

From: Hansen, David (BRRT)
Sent: Monday, May 09, 2016 4:59 PM
To: Gomez, Jose
Subject: RE: Interview
Attachments: 2013 BRRT Mandatory Trng & Testing Apr 16 PO13-171.pdf; BRRT In-Service Lesson Plan 2013.pdf

None of the BRRT members were provided copies of the SOP, however the items that apply to them were covered in training. The best I can do for you is attached. The BRRT bike portions of the SOP did not change over volumes.

Sgt. Hansen

From: Gomez, Jose
Sent: Monday, May 09, 2016 1:57 PM
To: Hansen, David (BRRT)
Subject: FW: Interview

Sgt. Hansen could you please see email below and clarify if possible. If you could let me know either way.

Thank you,
Sgt. Jose F. Gomez
IAU

From: Gomez, Jose
Sent: Tuesday, April 19, 2016 12:10 PM
To: Hansen, David (BRRT)
Subject: Interview

Sgt. Hansen,

Reference the BRRT Standard Operational Procedure (SOP) Manual I obtained from you during interview, can you tell me if you have a record of Officer Nicolas Englund obtaining this SOP or you going over it for training? It appears this SOP (Issue 4) was issued on 06-01-2015, would Englund have obtained this one, the prior SOP or both? If he went through the prior SOP could I get a copy of that and any documentation of him obtaining it or having gone through it.

Respectfully,

Sergeant Jose F. Gómez
Minneapolis Police Department
Internal Affairs Unit
350 5th Street South, RM 112
Minneapolis, MN 55415
Office: (612) 673-3644
Fax: (612) 673-3843



Confidentiality Notice: This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain government data and thereby subject to the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13; may be subject to attorney-client or work product privilege; may be confidential, privileged, proprietary, or otherwise protected. If you are not the intended recipient, be aware that any unauthorized review, disclosure, copying, distribution, or use of the contents of this information is prohibited and punishable by law. If you have received this electronic transmission in error, please immediately notify the sender by return email and then promptly delete this message from your computer system.

1-403 COMPLIANCE WITH LAWFUL ORDERS (B-D)

An employee must always obey lawful orders given by supervisors or their designees, but all employees will be held accountable for their use of delegated authority.

An employee who receives conflicting lawful orders shall obey the most recent given. After complying with the order, the employee should notify the next highest-ranking employee above the employee giving the conflicting orders.

Employees shall truthfully answer questions or render material(s) and relevant statements in a departmental investigation when so directed, consistent with the constitutional rights of the employees.

5-101.01 TRUTHFULNESS

The integrity of police service is based on truthfulness. Officers shall not willfully or knowingly make an untruthful statement, verbally or written, or knowingly omit pertinent information pertaining to his/her official duty as a Minneapolis Police Officer.

MPD employees shall not willfully or knowingly make an untruthful statement or knowingly omit pertinent information in the presence of any supervisor, intended for the information of any supervisor, or before any court or hearing. Officers shall not make any false statements to justify a criminal or traffic charge or seek to unlawfully influence the outcome of any investigation.

These requirements apply to any report, whether verbal or written, concerning official MPD business including, but not limited to, written reports, transmissions to MECC and officers via radio, telephone, pager, e-mail or MDC.

MPD employees are obligated under this policy to respond fully and truthfully to questions about any action taken that relates to the employee's employment or position regardless of whether such information is requested during a formal investigation or during the daily course of business.

Bicycle Rapid Response Team (BRRT)

Minneapolis Police Department

In-Service Lesson Plan

(10 Hour Course)

YEARLY PREVIEW (Convention Center)

Policy and procedure review, precinct and city wide details and training. Weekend Detail plans, procedures and group sign up.

SAFETY AND PROTECTION

BRRT RIDE TEST (Timed Course)

PRACTICE FORMATIONS AND MANUEVERS

13.82




Training Tools

IPMBA/BRRT Instructors
Large Surface Parking Area
Large Grassy Area
Roadways
Cones
Ride Test Course
Training Obstacles
Support Vehicle and Trailer

Attendee Equipment Needs

Full MPD Bike Patrol Uniform
Full MPD Duty Belt & Gas Mask
Fully Equipped Police Bike
Eye Protection
Hand Protection
Bike Patrol Helmet
On Bike/Person Water Supply
Civilian Bike Clothing

PERSONNEL ORDER MINNEAPOLIS POLICE DEPARTMENT BY ORDER OF THE CHIEF OF POLICE  MPD-3054	DATE: 21 MARCH, 2013	P O NUMBER: 13-171
NOTATION: N/A	PAGE: 1 OF 2	APPROVED BY: AH & ML
TO: DISTRIBUTION		RETENTION: 17 APRIL, 2013

The following Minneapolis Police Personnel will attend 2013 Bike Rapid Response Team Mandatory Training & Testing taking place April 16, 2013 at a First Precinct location in Minneapolis, Minnesota.

The following personnel shall participate and should be marked "Special Duty" for the above date(s) on their unit time sheet. This shall be considered their work assignment for the date(s) indicated, and no overtime will be accrued unless approved by the Director of Training. Officers who receive shift differential will not be granted it for this assignment.

<u>BADGE#</u>	<u>NAME</u>	<u>ASSIGNMENT</u>
1596		PCT 5
2714		PCT 1
3722		PCT 3
4490		PCT 5
4517		PCT 5
5306		PCT 3
5716		CAC
7088		PCT 1
0046		PCT 1
0805	13.43 - Personnel Data	PCT 1
0824		PCT 3
0860		PCT 1
1075		PCT 1
1295		PCT 1
1315		PCT 1
1434		PCT 5
1541		PCT 5
1615		PCT 4
1710		JUV-O&D
1780	OFCR. ENGLUND, N.	PCT 2
1968		PCT 1
2037		PCT 4
2076		PCT 5
2286	13.43 - Personnel Data	PCT 1
2494		PCT 1
2601		PCT 1
2611		PCT 1
2785		PCT 1

<u>BADGE#</u>	<u>NAME</u>	<u>ASSIGNMENT</u>
3528	13.43 - Personnel Data	PCT 3
3717		PCT 1
3727		PCT 3
3867		PCT 2
3955		PCT 5
4046		PCT 1
4063		PCT 1
4303		PCT 1
4309		PCT 1
4736		PCT 1
4824		PCT 5
5150		PCT 4
4861		PCT 4
5274		PCT 3
5270		PCT 1
6374		PCT 5
6419		PCT 3
6551		PCT 1
4241		PCT 1
7856		PCT 4
7575		PCT 4
0242		PCT 5
7889		PCT 4

AS PER DEPARTMENT MANUAL VOL. 3, SEC. 606, PERSONNEL ON SPECIAL DUTY ASSIGNMENTS THAT ARE LESS THAN THEIR 8 OR 10 HOUR SHIFT MUST COMPLETE THE REST OF THE SHIFT AT THEIR DUTY STATION, OR MAY BE ALLOWED TO USE COMP OR VACATION TIME FOR THE REMAINDER OF THE SHIFT. IF THIS IS A 10-HOUR ASSIGNMENT, THOSE WHO ARE ON 8-HOUR DAYS WILL BE COMPENSATED PER CONTRACT.

Personnel Orders are now available online, via the MPD Net web site. From the MPD Net Start Page, click on the "Personnel Orders" button on the left-hand side of the screen.

This manual is a supplement to the MPD Policy and Procedure Manual and provides specific policy and standard operating procedure for all bike patrol functions within the police department.

VOLUME: Four

ISSUE: 6-1-2015

Author:

Sergeant David Hansen
(Bike Patrol Coordinator)

Original Approval:

Inspector Arneson
(Bike Patrol Commander)

Original Approval:

Assistant Chief Harteau
(Patrol Chief)

BRRT Bicycles:

Each officer assigned to a BRRT will be assigned a police patrol bicycle and will be responsible for that patrol bicycle. The bike will only be used by the officer it is assigned to unless prior permission is obtained from the BRRT XO. When an officer's commitment to the BRRT's has ended, that officer shall return the assigned bike to the BRRT XO. The rules that govern changes to or upgrades to a regular police patrol bicycle, apply to the BRRT bicycles as well.

BRRT officers are responsible for ensuring that the bicycle assigned to them is kept in good repair and is serviced at least once per year.

BRRT officer shall have the bicycle assigned to them accessible whenever they are working in a police function within the limits of Minneapolis.

BRRT bicycles shall have the same requirements and specifications as described for regular police patrol bicycles.

The BRRT XO and the Bike Mechanics will ensure that a number of BRRT "Spare Bikes" are maintained and available for use by the BRRT's should one of the assigned bikes need replacement or repair.

BRRT officers are encouraged to train regularly with their assigned bicycle to keep their skill level high. Because of this, BRRT officers are allowed to use their assigned bicycles both within the City of Minneapolis and outside the City of Minneapolis. If the bikes are moved outside of a police building, the assigned officer shall make every attempt to ensure the bikes security.

BRRT Uniforms:

The uniform standards for BRRT officers are the same as those described for all uniform bike patrol officers with the following exceptions when officers are working a BRRT related function:

- BRRT officers must wear the Blauer Bike Patrol Polo as a uniform shirt.
- BRRT officers must wear an approved high visibility yellow over dark navy blue jacket, as a uniform jacket.

Unit: 13.43 - Personnel Data

Shift: All

Pay Period Date: 01/10/2016 - 02/06/2016

Schedule Type: Working

Name	Sun 1/10	Mon 11	Tue 12	Wed 13	Thu 14	Fri 15	Sat 16	Sun 17	Mon 18	Tue 19	Wed 20	Thu 21	Fri 22	Sat 23	Sun 24	Mon 25	Tue 26	Wed 27	Thu 28	Fri 29	Sat 30	Sun 31	Mon 2/1	Tue 2	Wed 3	Thu 4	Fri 5	Sat 6	Days Off Left	Name	
Englund, Nicholas	OFF	OFF	OFF	REG; RNG			PTU; REG	OFF	HOL				OFF; BBK	OFF	OFF			OFF; BBK	OFF	OFF	OFF	OFF	OFF	OFF	REG; CE2	CTU	SIC	SIC	0	Englund, Nicholas	

Unit: 13.43 - Personnel Data

Shift: All

Pay Period Date: 06/28/2015 - 07/25/2015

Schedule Type: Working

Englund, Nicholas	OFF	CE2; OFF			OFF	HOL	OFF	OFF	OFF	REG; CE2		CTU; OFF	CE2; OFF	CE2; REG; CTU	OT; BBK; OFF	BBK; CTU; REG				OFF; OT	0	Englund, Nicholas	

Internal Affairs Blue Card Report

This profile card contains PRIVATE DATA and any review, disclosure, copying, distribution or use of this information is governed by the Minnesota Government Data Practices Act.

Officer Nicholas Englund, Badge 1780

Incident Date	PM MATTER #	WFD Complaint #	Allegation Type	Allegation Subsection	Allegation Complaint Severity	Allegation Outcome	Discipline	Status
8/26/09	13-29400	13.43 - Personnel Data						Closed
7/5/10	13-30246							Closed
3/19/11	13-30765							Closed
4/17/11	13-30744							Closed
5/24/11	13-30782							Closed
2/10/12	13-31106							Closed
1/5/13	13-022							Closed
3/31/14	14-06333							Closed
6/23/14	14-12289							Closed
6/23/14	14-12187							Closed
10/17/14	14-22079							Closed
3/16/16	16-05066	OPCR	Open					

Mar 21, 2016

10:08:49 AM

AWARDS & COMMENDATIONS

SECTION

For: Englund, Nicholas 001750



Minneapolis
City of Lakes

Police Department

Janeé L. Harteau
Chief of Police
350 South 5th Street - Room 130
Minneapolis MN 55415-1389

612-673-2735
TTY 612-673-2157



February 25, 2015

Officer Nicholas Englund
2nd Precinct

Dear Officer Englund:

Codefor: Supervisor's Acknowledgement

At the February 12th Codefor Meeting, you and your partner, Recruit Officer Brent Rasmussen's proactive police work in the Talmadge neighborhood hotspot was highlighted by Lieutenant Skoro, for Inspector Waite. Your recent stop of suspicious persons who were equipped with screwdrivers and had past burglary records was a great show of proactive policing. By serving as a Field Training Officer, your commitment to improving the quality of life through law enforcement is a great example to recruit officers of MPD service to the community and is to be commended.

We will place a copy of this acknowledgement in your personnel file.

Thanks again for your great work,

Matt Clark
Assistant Chief of Police



City Information
and Services

www.ci.minneapolis.mn.us

Affirmative Action Employer

CUAPB000843

MacDonald, Kimberlee S.

From: Waite, Kathy
Sent: Thursday, November 20, 2014 10:26 PM
To: Zierden, Scott; Gray, David; Hagen, Julie; York, Jeffrey
Cc: MacDonald, Kimberlee S.
Subject: FW: jury trial win



Great work by Barze, Carlson, Krekelberg and Englund!

Kim, please ensure this note of thanks gets into these officers' files. Thank you!

Inspector Kathy Waite
Second Precinct
Minneapolis Police Department
1911 Central Avenue Northeast
Minneapolis, MN 55418
(612) 673-3678 Office

PUBLIC SAFETY | PUBLIC TRUST | EMPLOYEE ENGAGEMENT & MORALE



Commitment, Integrity, Transparency

Confidentiality Notice: This email message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential or privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, be aware that any unauthorized disclosure, copying, distribution, or use of the contents of this information is prohibited and punishable by law. If you have received this electronic transmission in error, please immediately notify the sender by return email.

From: Zettler, Gretchen L.
Sent: Thursday, November 20, 2014 12:03 PM
To: Waite, Kathy
Subject: FW: jury trial win

The CCN of the case is 14-150874

Gretchen Zettler
Assistant Minneapolis City Attorney
Second Precinct Community Attorney
612.673.2883 -- precinct
612.673.2263 -- city hall

From: Gushwa, Judd E.

Sent: Thursday, November 20, 2014 11:52 AM

To: Richards, Timothy A.; Criminal Division Attorneys; Criminal Division Specialists; Criminal Division Support Staff; Civil Division Attorneys; Civil Division Specialists; Civil Division Support Staff; Attorney's Office File Room

Subject: RE: jury trial win

I appreciate everyone's remarks, but if anyone should be thanked it is the officers who did a great job both at the time of the arrest and an even better job testifying. Their work was by the book and demonstrated how hard their job is when people, like this defendant, take unnecessary actions that endanger public safety. The officers use of force is what the defense laid their hat on as a defense, but it was clear to the me, and thankfully to the jury, that the use of force in this case was totally reasonable given the actions of the defendant. Any congratulations should really go to the police officers.

From: Richards, Timothy A.

Sent: Thursday, November 20, 2014 10:23 AM

To: Criminal Division Attorneys; Criminal Division Specialists; Criminal Division Support Staff; Civil Division Attorneys; Civil Division Specialists; Civil Division Support Staff; Attorney's Office File Room

Subject: jury trial win

Please join me in congratulating Judd Gushwa on yet another guilty verdict yesterday in a thorny obstructing legal process case despite the existence of tough facts that included officers who punched the defendant in the face and tased him during the encounter. Robyn Gordon was the defense attorney. With Borg-like efficiency, Judd describes the trial below. Congratulations Judd and thanks as always to Libby and Mike for their contributions.

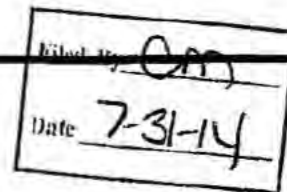
State v. Shunte Smith:

Defendant was a passenger in stopped vehicle. Refused to follow any instructions. Refused to exit car upon demand. Officers had to punch him in face and drag him out by his hair and arms. He was then tased when he still wouldn't listen. Jury was properly redirected to Defendant's actions and they found him guilty of the sole count of Obstructing Legal Process a few minutes after being sent to deliberate.

Judge Fisher presided and did a really good job for what he said was his first completed trial.

Thanks, as always, to Libby for all her hard work and also to Mike for, once again, making sure I properly subpoenaed the witnesses.

MacDonald, Kimberlee S.



From: Pulphus, Kelvin
Sent: Saturday, September 14, 2013 10:50 PM
To: MacDonald, Kimberlee S.
Subject: FW: Officer Englund

Hi! Please add this email to Officer Englund's personnel file and thank you again!!

From: Pulphus, Kelvin
Sent: Friday, September 13, 2013 7:46 PM
To: Sletta, Mark
Subject: RE: Officer Englund

Thank you for taking the time to send this message!!

From: Sletta, Mark
Sent: Friday, September 13, 2013 4:37 PM
To: Waite, Kathy; Pulphus, Kelvin; York, Jeffrey; Gray, David; Glasrud, Robert
Cc: Englund, Nicholas R.; Tidgwell, Kenneth E
Subject: Officer Englund

Inspector Waite, Lt. Pulphus, Sgt.'s Gray, York & Glasrud

I wanted to thank you all for sending me Officer Englund this week at the International Outlaw Motorcycle Investigators Conference (IOMIGA). He was given special duty to assist with security at the conference. Prior to the conference I had never met Nick. Many other officers also helped but Nick really stood out. I learned early in the conference if I gave him a task it would be done fast and correctly.

All week Nick went out of his way to help us co-host the conference with St Paul PD. We had approximately 275 Biker Investigators with over 90 investigators from nine different countries outside the United States.

Nick assisted by picking up speakers and IOMIGA Board members at the airport, arranging ride-alongs for foreign cops getting them to Twins games and back to their hotel. Most of the time Nick was doing all of this after helping with security all day and on his own time.

I received multiple comments from attendees about how helpful Officer Englund was to them. His hard work and going the extra mile brought tremendous credit to MPD all week!

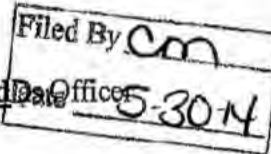
"There are evil men in this world, and they are capable of evil deeds. The moment you forget that, or pretend it isn't so, you become the sheep. There is no safety in denial." -LTC (Ret) Dave Grossman

Sgt. Mark Sletta
Minneapolis Police department
4 Pct Investigations
Mark.Sletta@minneapolismn.gov
612-673-5374

Confidentiality Notice: This email message is for Law Enforcement purposes only. This email including any attachments is for the sole use of the intended recipient(s) and may contain confidential & privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, be aware that any unauthorized disclosure, copying, distribution or use of the contents is prohibited and punishable by law.

2nd Pct Officer of the Year - Officer Nick Englund 2013

With pride and respect, **13.43** supervisors submit Officer Nick Englund as Officer of the Year.



Officer Englund attended North Hennepin Community College, Alexandria Tech - graduating on 8/11/2006 with a Law Enforcement degree. He attended St Thomas University, where he obtained a Bachelor of Arts degree in Criminal Justice.

Prior to being hired by Minneapolis PD, he worked for the Champlin Police Department as a police officer.

Officer Englund was hired as a Police Recruit 1/20/2009 and was promoted to the rank of Police Officer on 5/10/2009. His work assignments have been in the 2nd and 3rd precincts since being hired.

Officer Englund has received the awards listed below, as well as several letters of appreciation from citizens and visitors to Minneapolis.

8/6/12 - Chief's Award of Merit - Police Explorer Program

10/26/11 - Department Award of Merit

9/21/11 - Department Award of Merit

As a member of the most productive and effective shift in the Second Precinct, Officer Englund's accomplishments are particularly noteworthy.

For the nine pay periods so far of 2013, the most recent ending 09/21/2013, Nick has been remarkably consistent. In fact, he is in the top 3 of the most important categories that supervisors use to track officer's productivity and self-initiated activity.

A standout example is the Month of July, as reported by Code 4/ MPD 2.0 statistics.

-Nick had 48 arrests; 19 more than the next closest officer on Dogwatch.

-11 traffic arrests, second only to an officer with 12 total.

-116 Suspicious person/suspicious vehicle stops; **75 more** than the next ranked (#2) rated officer.

-Of the 9 pay periods so far this year, Officer Englund has won the Dogwatch curfew competition 3 of those periods.

Nick continually seeks self-improvement, by attending career enrichments as well as volunteer activities and duties within the Dept. Some examples are PAL/Police Explorer program, Field Training Officer, Taser and Patrol Rifle.

Perhaps most telling, are the kudos and memos Dogwatch supervisors receive from other units, officers and investigators regarding Nick's excellent performance and attitude.

We have received no less than 5 separate memo's regarding Officer Englund and his outstanding accomplishments this year. Property crimes from 2nd pct., an officer and a Sgt. from gang investigations/International Outlaw Motorcycle Investigators Conference,

as well as the Domestic Assault Unit have all sent extremely positive reviews documenting the performance, attitude and future potential of Nick.

Officer Englund does all of this work in the most professional and courteous manner possible. He does not generate complaints from the public while performing his duties.

Note attached summary of noteworthy performance with documentation & CCN's; and YTD rollup of 2.0 statistics.....

	ARRESTS	TRAFFIC ARRESTS	TLE/SUSP&V	AVERAGE ACTIVITIES
JAN	2	3	10	2
FEB	6	6	16	1
MAR	4	6	14	3
APR	2	6	5	5
MAY	1	9	1	4
JUNE	1	2	1	2
JULY	1	2	1	1
AUG	1	4	1	1
SEP	6	12	11	1

The above numbers are Officer Englund's position/ranking within the shift, as in a "2" would be second highest out of 19 officers, which is what Dogs started with at the beginning of the year. Later of course, staffing would reduce on some months to 15 or 16.

Of note, in FEB Nick only worked one day. In March and September, he only worked 5 days. All things considered, his numbers are outstanding!

Also of note, Nick was attending a career enrichment stint in 2nd precinct property crimes, starting on 11/18/2012, and continuing into April of 2013. This was his primary, full-time duty assignment. During this stint in property crimes, he still managed to work the street a couple of times when the shift was short, or for buy back details; he still put up credible numbers/stats!

More important than statistics and numbers, Nick received several memos and e-mails from Officers, Supervisors, Investigators and City Attorneys. This unfortunately does not happen too often; even though many officers do fine work, they are rarely recognized for it.

Nick, however, was recognized several times this year.

Jan 26- Officer Englund receives kudos/and a letter for his file, from an officer for providing info regarding Outlaw Motorcycle Gangs operating in 2nd precinct.

May 6 - Officer Englund receives a letter from a Domestic Assault Sgt. for writing an excellent report and conducting an outstanding preliminary investigation in a DASLT/Strangulation case; the suspect was held on 100K bail.

May 8 - Officer Englund receives a letter of appreciation from another, senior Officer for the outstanding job he did during his stint in Property Crimes. This officer gives much credit to Nick for helping the other investigator immensely with learning his duties.

Sep 9- Officer Englund receives a letter of appreciation from a Minneapolis City Attorney for outstanding report writing, court preparation and testimony.

Sep 16- Officer Englund receives a letter(s) from a Sgt. and an Officer for the outstanding job performed by Nick during a seven day Outlaw Motorcycle Gang Conference which was held at multiple metro locations.

Here are some statements from the letters which attest to Officer Englund's superior performance and dedication to excellence in policing-

"Continued efforts and willingness to go above and beyond his normal duties."

"Awesome supplements! The detail is outstanding, thanks."

"After 37 years doing this job, no one has impressed me like Nick has."

"Nick took me under his wing, reduced the stress and gave me the tools to succeed in my new assignment."

"After the trial, the judge, who is retired but served on the bench for approximately 26 years, said that Officer Englund was one of the best officer witnesses he had ever seen, and his law clerk said that he was the best. Even the defense attorney agreed."

"Prior to the conference I had never met Nick. Many other officers also helped but Nick really stood out. I learned early in the conference if I gave him a task it would be done fast and correctly."

"Officer Englund was absolutely one of my go-to-people during this seven day conference!"

On November 21, 2013, Officer Englund was honored at the 5th Annual Northeast Celebration. The event celebrates with community awards presented by the East Minneapolis Exchange Club. Officer Englund received their Officer of the Year Award.

Respectfully submitted by 13.43 supervisors,

Lieutenant Pulphus
Sergeant Glasrud
Sergeant Gray
Sergeant York



Minneapolis
City of Lakes

Police Department

Jeneé L. Harteau
Chief of Police
350 South 5th Street - Room 130
Minneapolis MN 55415-1389

612-673-2735
TTY 612-673-2157

February 12, 2014

Officer Nick Englund

13.43

Dear Officer Englund:

Codefor: Supervisor's Acknowledgement

At the February 6th Codefor Meeting, Commander Johnson recognized your conscientious efforts in identifying a vehicle used in a murder case – which led to the apprehension of the suspect. Your initiative and expertise is a great asset to the Department and a solid example of MPD's service to the safety of the public.

We will place a copy of this acknowledgement in your personnel file.

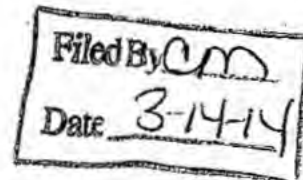
Thanks again for your great work;

Matt Clark
Assistant Chief of Police



City Information
and Services

www.ci.minneapolis.mn.us
Affirmative Action Employer





Minneapolis
City of Lakes

Police Department

Janeé L. Harteau
Chief of Police
350 South 5th Street - Room 130
Minneapolis MN 55415-1389

612-673-2735
TTY 612-673-2157

October 21, 2013


Officer Nick Englund
2nd Precinct

Subject: IOMGIA Conference

The Minneapolis Police Department is grateful to you for your participation in helping St. Paul and Minneapolis co-host the 2013 International Outlaw Motorcycle Gang Investigator Association (IOMGIA) conference. We received tremendous feedback on Minneapolis Officer's professionalism, knowledge, diplomacy, welcoming of guests and the willingness to help out wherever needed.

We are proud that the Minneapolis Police Department met the challenge of co-coordinating the IOMGIA event with over 350 attendees from 13 countries. Your commitment to helping with Security and Transportation logistics was especially acknowledged. Thank you again for your positive representation of our Department.

Sincerely,

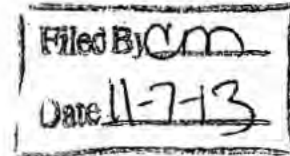

Janeé L. Harteau
Chief of Police

Cc: Personnel File



City Information
and Services

www.ci.minneapolis.mn.us
Affirmative Action Employer





RECOMMENDATION FOR AWARD

Filed By CM
Date 9-24-12

NAME OF EMPLOYEE RECOMMENDED FOR AWARD: <u>Officer Nicholas England</u>	EMPLOYEE NUMBER: <u>1780</u>	ASSIGNMENT: <u>P2</u>
RECOMMENDED BY: <u>Lt. Don Harris</u>	DATE RECOMMENDED: <u>08032012</u>	CASE CONTROL NUMBER:

TYPE OF AWARD RECOMMENDED (NOTE: CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)	
<input type="checkbox"/> Medal of Honor	<input type="checkbox"/> Department Award of Merit
<input type="checkbox"/> Medal of Valor	<input type="checkbox"/> Distinguished Service Award
<input type="checkbox"/> Lifesaving Award	<input checked="" type="checkbox"/> Chief's Award of Merit
<input type="checkbox"/> Medal of Commendation	<input type="checkbox"/> Unit Citation Award
<input type="checkbox"/> Excellence in Investigation Award	<input type="checkbox"/>

COMMENTS (DESCRIBE INCIDENT, GIVE DETAILS, ETC. ATTACH DOCUMENTATION IF NECESSARY)	
<input checked="" type="checkbox"/> TYPE COMMENTS HERE: <u>Full report attached</u>	

COMMANDING OFFICER: <u>Det S. L. O. O. O.</u>	DATE: <u>8-6-12</u>	REMARKS: <u>Excellent work!</u>
MPD AWARDS COMMITTEE (ROOM 130 CITY HALL):	DATE:	REMARKS:
COMMANDER OF INTERNAL AFFAIRS:	DATE:	EXISTING COMPLAINTS: <input type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD:	DATE:	REMARKS:
CHIEF OF POLICE: <u>[Signature]</u>	DATE: <u>8/6/2012</u>	REMARKS:
AWARD NUMBER:	RECOMMENDATION:	DATE:
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE:
		PLACED IN PERSONNEL FILE BY:

Recommendation for Chief's Award of Merit: Police Explorer Program

Sgt. Shannon Barnette – Advisory Sgt.

Advisors:

Off. Dennis Kreft – Lead Advisor

Off. John Haugland – Advisor

Sgt. Christie Nelson - Advisor

Off. Karina Landmesser – Advisor

Off. Mike Pfaff – Advisor

Robin Brimmer – Advisor (MECC/911)

Off. Nick Englund

Off. John Chamberlain

Volunteers:

Off. Ka Yang

Officer Amber Wick

Park Agent Martin Chan

Park Agent David Grimstad

In July 2012, the Minneapolis Police Explorers returned from a very successful trip attending the National Explorers, which was held at the Colorado State University in Ft. Collins Colorado. There were over 4500 Explorers from around the USA and Puerto Rico competing in various scenarios. Two teams participated in six mock scenarios (traffic accident reconstruction, crime prevention meeting, domestic assault, narcotics search warrant, hostage crisis and crime scene search), a physical agility course, FATS, volleyball, basketball, and various academic sessions. They also donated to the victims of horrific shooting incident in Aurora Colorado.

The Explorers received a score of 100% on their traffic accident scenario and a 99/100 in their Domestic Assault scenario. This level of achievement would not be possible without the support and dedication of the Explorer Advisory Team.

The Explorer Advisors volunteer each week to meet with Explorers and coach them in a variety of topics. The skill building exercises they put the explorers through not only help to instill a high level of confidence in each Explorer but it also helps them to learn and appreciate the challenges of working in the law enforcement profession. Although many explorers hope to become police officers one day, some explorers are able to use their learning experiences help educate others throughout the community, which helps to improve the relationships between the police and the community.

In 2012 Explorer Advisors stepped up recruitment efforts almost doubling the size of the program, and that work continues. Advisors have launched a new fundraising initiative to help support the program. This allows the POST to increase membership and services without any additional increase to MPD. Advisors are reaching out to the community to engage Explorers in community service projects. As future police officers this will give Explorers a better understanding of community needs and greater compassion in delivering services.

The success of an Explorer post could not be achieved without the sworn and civilian staff who volunteer their time each week in support of the program. These Advisors are laying the groundwork for the future of MPD by recruiting and mentoring future police officers and community members, who will have a common understanding of what it means to be a police officer serving the citizens of Minneapolis. This is the kind of community service work that we should encourage our officers to participate in and it is certainly worthy of acknowledgement.

I believe each member of the Advisor Team is worthy of the Chief's Award of Merit.

Respectfully submitted,

Lt Don Harris

Homeland Security/Emergency Preparedness Unit



Police Department

Timothy J. Dolan
Chief of Police

350 South 5th Street - Room 130
Minneapolis MN 55415-1389

Office 612 673-2735
TTY 612 673-2157

**MINNEAPOLIS POLICE DEPARTMENT
AWARDS COMMITTEE**

Deputy Chief Scott Gerlicher, Chair

Inspector Matt Clark, Co-Chair

Lt. David Hayhoe Lt. Brad Sporny

Sgt. Sean McGinty Sgt. Joseph Michal Sgt. Calvin Noble (Park PD) Sgt. Mark Sletta Sgt. Jeff York

Officer Bryon Cross Officer Bruce Johnson Officer Alice White Tracy MacDougall (Civilian)



FROM: Minneapolis Police Department Awards Committee

RE: Recommendation for Departmental Awards

The MPD Awards Committee met on 10/26/11 and reviewed the attached recommendation for an award. It is our findings that this recommendation for the award of:

☐ Medal of Honor

☐ Medal of Valor

☐ Medal of Commendation

☒ Department Award of Merit

☐ Life Saving Award

☐ Distinguished Service Award

☒ Does ☐ Does not meet the criteria as delineated in the Department Manual.

The Committee recommends that the Award of Merit be given to the listed nominee: Officer Nicholas Englund.

Respectfully submitted: Deputy Chief Scott Gerlicher, MPD Awards Committee Chair.



**** This Award was sent to your Commander for presentation. A copy has been sent to Personnel for your file.**

www.ci.minneapolis.mn.us
Affirmative Action Employer

MPD Award Number: 11-136



RECOMMENDATION FOR AWARD

NAME OF EMPLOYEE RECOMMENDED FOR AWARD:	EMPLOYEE NUMBER:	ASSIGNMENT:
Officer N. Englund	1780	Precinct 2
RECOMMENDED BY:	DATE RECOMMENDED:	CASE CONTROL NUMBER:
Sgt. D. Gray	10/06/11	11-301566

TYPE OF AWARD RECOMMENDED (NOTE: CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)	
<input type="checkbox"/> Medal of Honor	<input type="checkbox"/> Medal of Commendation
<input checked="" type="checkbox"/> Department Award of Merit	<input type="checkbox"/> Unit Citation Award
<input type="checkbox"/> Medal of Valor	<input type="checkbox"/> Chief's Award of Merit
<input type="checkbox"/> Lifesaving Award	<input type="checkbox"/> Distinguished Service Award

COMMENTS (DESCRIBE INCIDENT, GIVE DETAILS, ETC. ATTACH DOCUMENTATION IF NECESSARY)

<p><u>TYPE COMMENTS HERE:</u></p> <p>Officers Judkins and Englund responded to a Burglary of Dwelling in progress. The caller stated she was in her bedroom and could hear people in the hallway outside of her bedroom door. She further stated nobody else should be in the building. Further information was that she confronted one of the burglars as he kicked in her bedroom door.</p> <p>Officers responded and immediately coordinated efforts with other squads including responding officers from the UMPD. Officers Judkins and Englund tactically approached the rear of the building and could hear loud banging from within the building. One of the suspects ran out of the rear door and was immediately ordered to the ground. Officers observed a second suspect about to run out the same door. Officers ordered this suspect to come out, but the suspect turned around and fled back into the apartment. Officers not knowing if other suspects were inside, immediately gave chase and ultimately captured the second suspect inside the residence.</p> <p><input type="checkbox"/> Officers had taken two parties into custody and immediately began a systematic search of the remaining floors for additional suspects. Once the building had been secured, officers coordinated with other officers in interviewing the victims and identifying specific stolen property that the suspects had with them at the time of apprehension.</p> <p>Both officers went above and beyond a "basic" burglary response. These officers have worked together for over a year and complement each other's Law Enforcement efforts. Their knowledge, patrol skills, communication and ability to think and react quickly resulted in the capture of two serious burglars. In fact these two burglars may be responsible for the rise in burglaries/ thefts in the South East district of the Precinct.</p> <p>Officer Judkins and Officer Englund's outstanding efforts and exceptional professional skills bring great credit not only to the Second Precinct, but the Department as a whole. At the scene, the victims and their parents told me they were extremely grateful that these officers not only captured the perpetrators, but most certainly secured the safety of their daughter.</p>
--

COMMANDING OFFICER: <i>[Signature]</i>	DATE: 10/10/11	REMARKS: <i>Well Deserved!</i>
MPD AWARD COMMITTEE ROOM 500 CITY HALL: <i>[Signature]</i>	DATE: 10/26/11	REMARKS:
COMMANDER OF INTERNAL AFFAIRS:	DATE:	EXISTING COMPLAINTS: <input type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD:	DATE:	REMARKS:
CHIEF OF POLICE:	DATE:	REMARKS:
AWARD NUMBER: 11-135	RECOMMENDATION: Award of Merit	DATE: 10/26/11
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE:
		PLACED IN PERSONNEL FILE BY:

CRITERIA FOR AWARDS

Medal of Honor: The Medal of Honor may be awarded to a member of the department for an act of outstanding bravery or heroism. Such an act would be characterized by demonstrated unselfishness, courage, the immediate high risk of death or serious physical injury. The award may also be posthumously given to a member who has died while involved in action of demonstrated heroism.

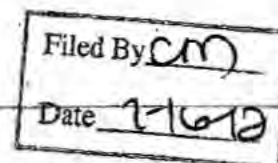
Medal of Valor: The Medal of Valor may be awarded to a member of the department for an act of bravery which demonstrated obvious self sacrifice in the face of death or serious physical injury.

Medal of Commendation: Medal of Commendation may be awarded to a member of the department for an outstanding police act which brings credit to the department, and is highly recognized by other officers or citizens. This act is characterized by obvious self sacrifice while in the face of personal danger.

Department Award of Merit: Department Award of Merit may be awarded to a member of the department for an outstanding act or achievement which brings credit to the department and which involves performance above and beyond that required by the employee's basic work assignment or exceptional professional skill and conduct during a coordinated unit action.

Unit Citation Award: Unit Citation Award may be awarded to a precinct, unit, or division, at the discretion of the Chief of Police for exemplary service or a specific action.

Chief's Award of Merit: Chief's Award of Merit may be presented to a department member for performance resulting in improved operations, outstanding community service, or substantial savings in organizational costs.

MacDonald, Kimberlee S.

From: Schafer, Bryan
Sent: Tuesday, October 04, 2011 8:07 AM
To: Englund, Nicholas R.
Cc: MacDonald, Kimberlee S.; Whisney, William
Subject: FW: Derek Taylor, Case# 11-288614

I applaud you for your commitment and professionalism. Your contribution toward improving the lives of our citizens and visitors is immeasurable. The MPD is proud of your hard work!

A copy of the attached letter will be placed in your Personnel File.

Inspector Bryan D. Schafer | Second Precinct |
Minneapolis Police Department | 1911 Central Ave. N.E. |
 Minneapolis, MN 55418 | 612.673.2337 office |

From: Kent Taylor [mailto:kentta@ci.green-bay.wi.us]
Sent: Friday, September 30, 2011 12:09 PM
To: Police
Subject: Derek Taylor, Case# 11-288614

Gentlemen,

My name is Kent Taylor; I live in Green Bay, WI. Several weeks ago my eighteen year old son (Derek Taylor) visited some of his friends in Minneapolis at the University. They went out on Friday night to a club downtown, my son separated from the group around 10:00p.m., his friends were concerned so they called your department, Derek was considered missing until 8:00a.m. Saturday. His friends, and my wife and I were very concerned for his safety and well being.

Officer Nick Englund notified me early Saturday morning of the situation. Officer Englund called us a second time just prior to finishing his shift. Officer Englund was very professional; he instilled peace of mind in my wife and me regarding our son.

After receiving bad directions back to the Minneapolis campus from several sources he finally was able to take direction from someone who helped him out by giving good directions and giving Derek money for the bus ride back to the campus. He was lost in the downtown area without his cell phone, wallet, ID, and money. Eventually Derek found his way back to the campus no worse for the wear.

Our thanks go out to the Minneapolis Police Department for your efforts in trying to locate our son.

I write to express our gratitude to Officer Englund and your department, and I apologize for the poor decision that Derek made by leaving his group of friends and causing your department additional work.

Please forgive the actions of my son Derek Taylor.

1/19/2012

CUAPB000859

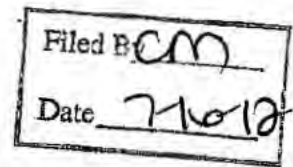
Respectfully,

Kent Taylor

Green Bay, WI.

1/19/2012

CUAPB000860



Police Department

Timothy J. Dolan
Chief of Police

350 South 6th Street - Room 130
Minneapolis MN 55415-1389

Office 612 673-2735
TTY 612 673-2157

**MINNEAPOLIS POLICE DEPARTMENT
AWARDS COMMITTEE**

Deputy Chief Scott Gerlicher, Chair

Inspector Matt Clark, Co-Chair

Lt. David Hayhoe Lt. Brad Sporny

**Sgt. Sean McGinty Sgt. Kurt Mencil Sgt. Calvin Noble (Park PD) Sgt. Mark Sletta Sgt. Jeff York
Officer Bryon Cross Officer Bruce Johnson Officer Alice White Tracy MacDougall (Civilian)**

FROM: Minneapolis Police Department Awards Committee

RE: Recommendation for Departmental Awards

The MPD Awards Committee met on 9/21/11 and reviewed the attached recommendation for an award.
It is our findings that this recommendation for the award of:

_____ Medal of Honor

_____ Medal of Valor

_____ Medal of Commendation

☒ Department Award of Merit

_____ Life Saving Award

_____ Distinguished Service Award

☒ Does _____ Does not meet the criteria as delineated in the Department Manual.

The Committee recommends that the Award of Merit be given to the listed
nominee: Officer Nicholas Englund.

Respectfully submitted: Deputy Chief Scott Gerlicher, MPD Awards Committee Chair.



**** This Award was sent to your Commander for presentation. A copy has
been sent to Personnel for your file.**

www.ci.minneapolis.mn.us
Affirmative Action Employer

MPD Award Number: 11-123



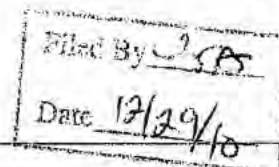
RECOMMENDATION FOR AWARD

NAME OF EMPLOYEE RECOMMENDED FOR AWARD:	1780	ASSIGNMENT:
Nicholas Englund		2 nd PCT Dog Watch
RECOMMENDED BY:	DATE RECOMMENDED:	CASE CONTROL NUMBER:
LT Bruce Jensen	09/09/2011	11-271837

TYPE OF AWARD RECOMMENDED (NOTE: CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)	
<input type="checkbox"/> Medal of Honor <input checked="" type="checkbox"/> Department Award of Merit <input type="checkbox"/> Medal of Valor <input type="checkbox"/> Lifesaving Award	<input type="checkbox"/> Medal of Commendation <input type="checkbox"/> Unit Citation Award <input type="checkbox"/> Chief's Award of Merit <input type="checkbox"/> Distinguished Service Award

COMMENTS DESCRIBE INCIDENT, GIVE DETAILS, ETC. ATTACH DOCUMENTATION IF NECESSARY	
<input type="checkbox"/>	<p>TYPE COMMENTS HERE:</p> <p>On 9/9/11 at approximately 0345 hours, Officer Standal and his partner, Officer Englund were on patrol and heard a large crashing noise in the area of Summer St NE and Fillmore St NE. The officers began checking the area and spotted a suspicious person carrying items. This party, upon seeing officers, fled on foot. Officer Standal gave chase and captured him after a foot chase. After this party was captured, officers discovered that the church at 701 Fillmore St NE had been burglarized. Officer Englund began investigating the scene of the burglary and located valuable evidence (shoe print). Officer Englund also got in contact with the key holder for the church. Officer Standal began a search around the area and located more missing items from the church. He also spotted a vacant house and decided to check for the other suspect. He did, in fact, locate the suspect and this suspect's shoes matched the shoe print that Officer Englund had located. Officer Standal also spoke with a cab driver who provided a statement indicating that he was there to pick up one of the suspects and this was confirmed by checking one of the suspect's cell phone who had called for the taxi. Additional evidence was recovered from the scene and is being processed by the Crime Lab.</p> <p>The officers were pro-actively patrolling in an area of recent burglaries and recognized the out-of-the-ordinary noise and began investigating aggressively and effectively. This work resulted in the capture of two suspects and the location and preservation of a veritable treasure trove of evidence! The officer's reports were outstanding!! This police work combined hard work, outstanding investigative skill, perseverance and courage. The reports they completed tied it all up perfectly. This type of work reflects great credit of the City of Minneapolis, the Police Department and the officers. I strongly recommend the officers for the Department Award of Merit!</p>

COMMANDING OFFICER:	DATE:	REMARKS:
<i>[Signature]</i>	9/12/11	<i>Highly Recommended!</i>
MPD AWARD COMMITTEE (ROOM 130 CITY HALL):	DATE:	REMARKS:
<i>DC [Signature]</i>	9/21/11	
COMMANDER OF INTERNAL AFFAIRS:	DATE:	EXISTING COMPLAINTS:
		<input type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD:	DATE:	REMARKS:
CHIEF OF POLICE:	DATE:	REMARKS:
AWARD NUMBER: 11-123	RECOMMENDATION: Award of Merit	DATE: 9/21/11
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE: PLACED IN PERSONNEL FILE BY:



MacDonald, Kimberlee S.

From: Schafer, Bryan
Sent: Monday, August 23, 2010 10:02 AM
To: Dunlap, Nancy; Englund, Nicholas R.
Cc: Hoepfner, Timothy; MacDonald, Kimberlee S.
Subject: RE: 10-255465-great report

Lt. Dunlap,
Thank you for recognizing Officer Englund's great work! He is an outstanding officer! Good work Nick!

Kim- Please place a copy of this email in Officer Englund's file. Thank you.

From: Dunlap, Nancy
Sent: Sunday, August 22, 2010 4:29 PM
To: Englund, Nicholas R.
Cc: Hoepfner, Timothy; Schafer, Bryan
Subject: 10-255465-great report

Officer Englund, I came in to catch up on cases while being away from the office for a week. I had the pleasure of reading one of the more detailed and thorough reports regarding a complicated CSCR I have seen in a while. CSC cases involving intoxicated victims are very difficult to investigate, harder to prosecute-but they can be done. I'm not sure if we can put this together, but you certainly went beyond what the average officer would do in this type of circumstance. Based on your conversations and follow up, you've turned a case that probably would have been redlined (until we processed the SAE kit) into a case that I will be assigning to an investigator. I have assigned this case to Sgt. T. Villella. I will request that she send you an update as to where it goes.

Thank you for your due diligence,

Lt. Nancy Dunlap
Minneapolis Police Dept.
Sex Crimes Unit, Rm 124
Minneapolis, MN 55415
612-673-3790

10/27/2010

CUAPB000863

Filed By	<i>JS</i>
Date	12/29/10

**Minneapolis Police Department
Chief Timothy J. Dolan
Police Administration
Room 130, City Hall**

TO: Officer Nick Englund
FROM: Chief Timothy Dolan
SUBJECT: MINNESOTA/IACP DRE
DATE: May 26, 2010

I am in receipt of a letter from Colonel Mark Dunaski and Director Cheri Marti, Minnesota State Patrol, thanking you for participating in the most recent DRE training and congratulating you on your successful certification.

I thank you and appreciate you representing the Minneapolis Police Department in such a positive way.

A copy of this letter will be placed in your personnel file.

TD:mr
Attachment

cc: Officer N. Englund Personnel file
Inspector B. Schafer

Anandale
 Anoka County
 Apple Valley
 Bayport
 Big Lake
 Breezy Point
 Brooklyn Park
 Calo Lake
 Carver County
 Champlin
 Chaska
 Cloquet
 Cottage Grove
 Crystal
 Dakota County
 Dayton
 Dept. of Natural Resources
 Douglas County
 Eagan
 East Grand Forks
 Eden Prairie
 Edina
 Elk River
 Fairmont
 Farmington
 Fond Du Lac Tribal
 Forest Lake
 Glencoe
 Goodhue County
 Grand Rapids
 Hastings
 Hibbing
 Hutchinson
 Inver Grove Heights
 Isanti County
 Itasca County
 Janesville
 Kandiyohi County
 Kanyon
 Lakeville
 Lakes Area
 Littlefield
 Little Grove
 Littleton
 McLeod County
 Metro Transit
 Minneapolis
 Minnesota
 Minnesota State Patrol
 Minnetonka
 Montevideo
 Moorhead
 Mound
 North Mankato
 Olmsted County
 Orono
 Osseo
 Princeton
 Ramsey County
 Renville County
 Rice County
 Rochester
 Rosemount
 Roseville
 Saint Anthony
 Saint Paul
 Sartel
 Savage
 Scott County
 Shakopee
 Sherburne County
 Stillwater
 Thief River Falls
 Tyler
 University of Minnesota
 Upper Sioux Tribal
 Wadena County
 Waseca County
 Willmar
 Winona County
 Winona
 Woodbury
 Worthington
 Wright County

Minnesota Drug Evaluation and Classification Program

444 Cedar Street • Suite 130
 Saint Paul, Minnesota 55101-5130
 Phone: 651/297-7132 Fax: 651/296-5937



April 30, 2010

Officer Nick England,

We would like to take this opportunity to congratulate you for successfully completing one of the most difficult and time consuming training programs you will experience in your law enforcement career. Your certification as a Minnesota/IACP DRE is something of which you should be proud.

Your dedication and devotion to becoming a DRE showed in your test scores and class performance and is a testament to your drive and desire to remove impaired drivers from Minnesota's roadways. This is a tribute to the quality of individuals that were selected to participate in the program.

You have joined a select group of over 180 Police Officers, Deputies, and Troopers in Minnesota currently certified as DREs. We are confident that you will use these skills to aggressively address the problems associated with impaired drivers in Minnesota.

Your efforts do not go unnoticed. Your commitment to removing impaired driver saves lives everyday.

The citizens of Minnesota thank you.

Congratulations.

Colonel Mark Dunaski
 Chief
 Minnesota State Patrol

Cheri Marti
 Director
 Office of Traffic Safety

CC: Chief

SNARE
Impaired

McDonald, Kathleen M.

From: Schafer, Bryan
Sent: Thursday, July 16, 2009 4:40 PM
To: McDonald, Kathleen M.
Cc: Judkins, George; Englund, Nicholas R.
Subject: FW: Kudos to Officer Englund and Judkins

Please put a copy of this email in both Officer Englund and Judkins' files. Thank you.

Inspector Bryan D. Schafer | Second Precinct |
Minneapolis Police Department | 1911 Central Ave. N.E. |
Minneapolis, MN 55418 | 612.673.2337 office |

From: Rygh, Kathy A.
Sent: Wednesday, July 15, 2009 2:58 PM
To: Schafer, Bryan
Cc: Furness, Jodi L.; Englund, Nicholas R.; Judkins, George
Subject: Kudos to Officer Englund and Judkins

As you know, we met earlier this week about rolling out the Domestic Violence Protocol in the 2nd Precinct. It seems that some of your officers beat us to the punch. I am referring to CCN # 09-214952. The report itself was excellent. I noticed the officers followed many of the protocol steps without any training. For example, the officers took pictures of the victim's injuries as well as the disarray in the apartment. The officers also had the victim fill out a domestic violence supplement. Furthermore, the officers used quotes when relaying the victim's description of the assault, obtained alternative contact information for the victim and nicely described her demeanor. There were other things done well by the officers but I am sure you can read that for yourself.

Please join me in thanking Officer Englund and Judkins for their extra efforts. Congratulations on a job well done!

7/17/2009

CUAPB000866