

HENNEPIN COUNTY SHERIFF'S OFFICE

April 6, 2022

Deputy Tyler Jacob
Hennepin County Sheriff's Office
Enforcement Services Division
9401 83rd Avenue North
Brooklyn Park, MN 55445

WRITTEN REPRIMAND

Employee # 160252707

Dear Deputy Jacob,

With regards to Internal Affairs case #2022-003, it has been determined that a policy violation occurred. In your Internal Affairs interview, you admitted to using the word "fag" or "faggot" on two occasions. While you stated that you did not intend the word to be used as a slur, and the remarks were not directed at any specific person, you agreed that whether it was in public or private, it is inappropriate to use that type of language.

The investigation is complete and a finding of Sustained has been determined for the following rules of the Hennepin County Sheriff's Office Policy and Procedures:

340.3.3 CONDUCT

(w) Any on- or off-duty conduct that any employee knows or reasonably should know is unbecoming a member of the Office or that is contrary to good order, efficiency, or morale, disgraceful or that tends to reflect unfavorably upon the Office or its members

For violating this Hennepin County Sheriff's Office Policy regarding this investigation, you are hereby receiving a **written reprimand**.

If you wish to grieve this discipline, your rights and the procedures are contained in the Labor Agreement between Hennepin County and the Hennepin County Sheriff's Deputy Association (HCSDA).

If there are any future violations, they will be handled in a progressive manner, up to and including dismissal.



HENNEPIN COUNTY SHERIFF'S OFFICE

Sincerely,

M. Hollihan #474

Captain Matt Hollihan
IAU Division Commander

cc:
Divisional File
HCSO Personnel
IAU – Discipline File
Human Resources File

