



DEDICATED TO PUBLIC SAFETY

RICHARD W. STANEK

HENNEPIN COUNTY SHERIFF

January 25, 2017

Lieutenant Spencer Bakke  
Investigative Division  
701 South 4<sup>th</sup> Avenue, #500  
Minneapolis, MN 55415

**WRITTEN REPRIMAND**

Dear Lieutenant Bakke:

On December 7, 2016, you provided a statement to Internal Affairs regarding an allegation concerning your role as a supervisor in addressing the conduct of a subordinate. The investigation is complete and a finding of Sustained has been determined for the following:

**1026.7.2 DIVISION FILE**

c) A record of a supervisory intervention procedure or a policy and procedure inquiry regarding an employee shall not be maintained except in the division file.

In your IA interview, you admitted that you failed to verify that [REDACTED] was held or documented by a sergeant under your command. This investigation disclosed that [REDACTED] did happen, was not documented and is not mentioned in the employee's division file.

For violation of the above listed Hennepin County Sheriff's Office Policy, you are hereby given this **Written Reprimand**. Additionally, it must be understood that future violations of this policy will be handled with progressive discipline, up to and including termination.

Sincerely,

A handwritten signature in black ink, appearing to read "A. Smith", is written over the word "Sincerely,".

Captain Andrew Smith  
Investigative Division

cc: Personnel  
Internal Affairs Unit  
Human Resources  
Divisional File