

2016-019



DEDICATED TO PUBLIC SAFETY

**RICHARD W. STANEK**  
HENNEPIN COUNTY SHERIFF

February 1, 2017

Nicholas Newton-D'Taillefer  
PSF/ADD Division  
401 S. 4<sup>th</sup> Av, #100  
Minneapolis, MN 55415

**LETTER OF SUSPENSION**

Dear Detention Deputy Newton-D'Taillefer,

In regards to the Internal Affairs case #2016-019, it has been determined that policy violations occurred. This case involved circumstances surrounding you falsifying health and welfare check times on November 11, 2016. On December 15, 2016, you admitted in your IA interview that you entered health and welfare checks into the Jail Management System that you failed to complete or conduct. You falsely entered health and welfare checks as having taken place; however, video evidence showed you seated in the control room at the times you alleged performing those checks. There were also multiple checks well over the thirty minute limit.

The investigation is complete and a finding of **Sustained** has been determined for violation of the following Hennepin County Sheriff's Office policies:

**WELL-BEING CHECKS 8-1602 RULES**  
**(From ADD Policy and Procedure manual):**

A. Each inmate shall have a well-being check conducted on them at least every thirty minutes. The well-being checks shall be staggered.

**340.3.2 GENERAL CONDUCT**

(a) Any failure or refusal to properly perform the function and duties of an assigned position.

**340.3.5 PERFORMANCE**

(j) The falsification of any work-related records, the making of misleading entries or statements with the intent to deceive or the willful and unauthorized removal, alteration,

destruction and/or mutilation of any Office record, public record, book, paper document (Minn. Stat. §609.43 (4)).

### 340.3.5 PERFORMANCE

(e) Employees shall use good judgment in carrying out their duties and responsibilities. Employees need to be aware of possible consequences of their actions.

### WELL-BEING CHECKS 8-1602 RULES (From ADD Policy and Procedure manual):

D: Well-being checks shall be documented in the JMS Quad Activity Logs using specific language pertaining to:

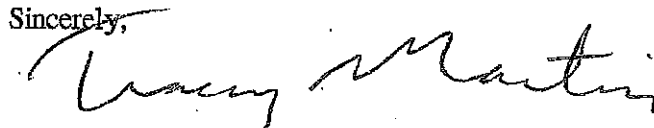
1. The area of the quad that was checked and in what manner

For violating the Hennepin County Sheriff's Office Policy with regard to the 2016-019 IAU investigation, you are hereby receiving a **Ten (10) day SUSPENSION without pay**. Your suspension days will be selected and communicated to you by your supervisor. You may not work any overtime assignments during your suspension.

If you wish to grieve this discipline, your rights and the procedures are contained in the Labor Agreement between Hennepin County and the Minnesota Public Employees Association (MNPEA).

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

Sincerely,



Major Tracey Martin  
Detention/Court Services Bureau

cc: Chief Mike Carlson  
Captain David Zimmer  
Captain Mike Wresh  
HCSO Personnel  
IAU - Discipline File  
Deborah Johnson - County HR  
Todd Olness - County Labor Relations

2-2-17 - Served by Capt. Zimmer +  
Whelan - w/ Lt. Strongthorn  
Sgt. Santos

