

# HENNEPIN COUNTY

## SHERIFF'S OFFICE

July 30, 2019

Detention Deputy Nancy Trimbo  
PSF/ADD Division  
401 S. 4<sup>th</sup> Av, #100  
Minneapolis, MN 55415

### LETTER OF SUSPENSION

Dear Detention Deputy Trimbo,

In regards to the Internal Affairs case #2019-004, it has been determined that policy violations occurred. This case involved circumstances surrounding your job performance on April 25, 2019. You did not complete two health and welfare checks during your assigned shift. There were other checks in which some mods were missed or dormitories were checked by only looking in through the sally port. You acknowledged that a correct health and welfare check consists of going into the dormitories. You also admitted in your IA interview that there were checks not completed within the 30 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:

#### **340.3.5 PERFORMANCE**

(d) Unsatisfactory work performance, including, but not limited to, failure, incompetence, unwillingness, inefficiency or delay in performing and/or carrying out proper orders, work assignments or instructions of supervisors without a reasonable and bona fide excuse

#### **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.

For violating the Hennepin County Sheriff's Office Policy with regard to the 2019-004 IAU investigation, you are hereby receiving a **Five (5) 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).



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

Sincerely,



Major Jeff Storms

cc: Chief Tracey Martin  
Captain Mike Wresh  
HCSO Personnel  
IAU - Discipline File  
County HR  
County Labor Relations

