

HENNEPIN COUNTY SHERIFF'S OFFICE

01/19/21

Detention Deputy Carol Orcutt
Adult Detention Division
401 S. 4th AVE, Suite 100
Minneapolis, MN 55415

WRITTEN REPRIMAND

Dear Detention Deputy Carol Orcutt

On December 29th, 2020, Sergeant Mike Cuscaden met with you to discuss an incident which occurred on that day, in the hallway outside Quad 2. You were offered union representation and MNPEA Steward Jason Herlitz was present with you for this meeting.

During this interview you admitted to Sgt. Cuscaden you slapped an inmate on both of his hands. You stated this was in response to the inmate worker lifting the window cover to Quad 2 D-mod, and looking into a female housing area. You also stated that you offered the inmate this as an informal resolution for his infraction. You explained to Sgt. Cuscaden that you offered the inmate worker a choice to either be fired from his position as inmate worker, or to have his wrists slapped. You were also asked by Sgt. Cuscaden if this was your way of disciplining an inmate to which you replied "yes." Video of this incident was reviewed, and you are clearly seen slapping both inmate's hands. Sgt. Cuscaden confirms that you failed to notify him of this incident.

Due to your admission of unprofessional conduct with this inmate, your actions are in clear violation of the following Hennepin County Sheriff's Office policies:

340.3.5 Conduct

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

300.3.1 Use of Force

1. Use of physical force should be discontinued when resistance ceases or when the incident is under control.

300.5.1 Use of Force/Notification to Supervisors

Supervisory notification shall be made as soon as practicable following the application of force in any of the following circumstances:

(h) An individual was struck or kicked



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For violating the Hennepin County Sheriff's Office policy with regard to this investigation, you are hereby receiving a written reprimand.

If you wish to grieve this discipline, your rights and 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,

Troy Otto 1/21/21

Captain Troy Otto

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

Carol Orcutt

