

HENNEPIN COUNTY SHERIFF'S OFFICE

January 3, 2020

Detention Deputy Royce Fields
Adult Detention Division
401 South 4th Ave, Suite 100
Minneapolis, MN 55415

ORAL REPRIMAND

Dear Deputy Fields,

On December 2, 2019, Lieutenant Field and I met with you to discuss an incident with you and your failure to follow proper procedure. You were offered union representation and Union Steward Detention Deputy Herlitz was present.

On November 16, 2019 you were assigned to work in Quad 14. At approximately 2132 hours you were involved in a Use of Force incident with (Inmate bkg. [REDACTED]) You reported deploying your pepper spray as well as being involved in a physical confrontation. According to your report, you stated "(Inmate) took an aggressive stance and I sprayed him in the facial area with pepper spray. At this point (Inmate) was motioning away from me towards his cell in an effort to avoid the pepper spray. I then tackled (Inmate) to the ground in an effort to secure him. We ended up on the ground in the cell wrestling and (Inmate) was thrashing about attempting to strike with his arms."

A review of the video of this incident showed when you deployed your pepper spray (Inmate) retreated into his cell. You were asked why you did not just secure the inmate in his cell and you stated that you were attempting to secure the inmate. It was explained to you that the force used should only be the amount of force reasonably necessary to control the situation. Rather than just shutting the door with (Inmate) inside his cell alone, you decided to tackle him inside his cell and use physical force. Employees shall use good judgment in carrying out their duties and responsibilities within the Sheriff's Office. Employees shall always weigh the consequences of their actions with the propensity of causing serious injury.



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A review of your report showed multiple missing items after a review. You stated you engaged (Inmate) outside his cell in an attempt to secure him after deploying your pepper spray. A review of the video clearly showed you followed the inmate into his cell after the inmate retreated to his cell. You further disregarded to disclose the use of force used to drag (Inmate) from his cell to the exit of Quad 14. In not disclosing the use of force of dragging (Inmate) across the dayroom floor, you failed to document an RTR (Response to Resistance) as well.

Hennepin County Sheriff's Office Policy and Procedure;

300 Use of Force

300.2 POLICY

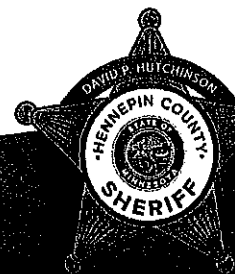
It is the policy of this office that deputies shall use only that amount of force that reasonably appears necessary, given the facts and circumstances perceived by the deputy at the time of the event, to accomplish a legitimate law enforcement purpose. When applying force, deputies may only use the tactics, techniques, and equipment in which they have received Office-approved training. Deputies must also display ongoing proficiency in the use and application of these tactics, techniques, and equipment.

Given that no policy can realistically predict every possible situation a deputy might encounter in the field, it is recognized that each deputy must be entrusted with well-reasoned discretion in determining the appropriate use of force in each incident. While the ultimate objective of every law enforcement encounter is to minimize injury to everyone involved, nothing in this policy requires a deputy to actually sustain physical injury before applying reasonable force.

The use of pepper spray was appropriate at the time of this incident to get the inmate to retreat into his cell. At this point, you should have made the attempt to secure his cell with him inside alone. It was not reasonably necessary to continue using force.

344.1.1 REPORT PREPARATION

All reports shall accurately reflect the identity of the persons involved, all pertinent information seen, heard or assimilated by any other sense and any actions taken. Employees shall not suppress, conceal or distort the facts of any reported incident nor shall any employee make a false report orally or in writing. Generally, the reporting employee's opinions should not be included in reports unless



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specifically identified as such.

Reports need to accurately reflect incidents that place. You should have made sure you properly documented this incident and the amount of force used. Further you failed to document an RTR to show all force used. By not completely documenting, it leaves open the possibility of impropriety.

For the above policy violations, you are hereby given this **ORAL REPRIMAND**.

If you are found to have any violations of this nature in the future, you will be subject to progressive discipline up to and including termination of employment. As a reminder, employees of the Sheriff's Office are not allowed to work voluntary overtime during periods of suspension.

I would like to take this time to remind you that we consider these violations to be extremely serious and to warn you that you risk progressive discipline up to and including dismissal if you continue to repeat this unacceptable behavior.

If you wish to appeal this action, your rights and the procedures can be found in your union contact (Agreement between Hennepin County and MNPEA).

Sincerely,



Lieutenant Brady Sweitzer

Cc: Divisional File
Captain Wresh
Captain Otto

