

HENNEPIN COUNTY SHERIFF'S OFFICE

April 21, 2020

Captain Steve Labatt
Hennepin County Sheriff's Office
Enforcement Services Division
9401 83rd Avenue North
Brooklyn Park, MN

WRITTEN REPRIMAND

Captain Labatt:

On September 18, 2019, you were involved in an incident at Water Patrol with another Sheriff's Office supervisor and a clerical support employee. The incident was witnessed by a third supervisor and a licensed deputy. An investigation was conducted by the Hennepin County Non-Discrimination and Respectful Workplace Team (NDRW Team). On March 31, 2020, you received a memo from the NDRW Team that communicated with you the results of their investigation.

Investigators concluded that your actions and behaviors violated the NDRW policy and you contributed to an intimidating and hostile work environment, in violation of the County's NDRW policy regarding this specific incident.

The County's NDRW policy states that it is the responsibility of all Hennepin County employees and volunteers to create, promote and maintain work environments in which all are respected, valued and welcomed.

Hennepin County is committed to providing public services and a workplace free from harassment and workplace bullying. Harassment is defined in the policy as "unwelcome verbal or physical conduct, including written and electronic communication, directed toward an individual or a group or individuals, which has the purpose or effect of substantially interfering with an individual's work performance or use of public services or creating an intimidating, hostile or offensive working or public service environment." The policy defines respect as "an expression or act of giving particular attention to or showing consideration for; actions or behaviors which may include; and are not necessarily limited to listening, empathy, patience and courtesy."

For violating the Hennepin County Policy, you are hereby given a WRITTEN REPRIMAND.



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If you wish to appeal this action, your rights and the procedures are contained in the Labor Agreement between Hennepin County and Law Enforcement Labor Services, Local #393. If there are any future violations, they will be handled in a progressive manner up to and including dismissal.

Furthermore, during the course of the September 18, 2019 incident investigation, numerous items were brought forward from those interviewed, not related to the NDRW Complaint. While some of these allegations were already addressed [REDACTED] Sheriff's Administration finds the investigation did not provide substantial evidence that policies were violated and/or discipline would no longer be timely, as the allegations took place two (2) or more years ago and were not reported immediately.

While these claims may not be actionable at this time, they are concerning. Therefore, you are reminded that, as a Sheriff's Captain, you are expected to be professional, treat your employees with respect, abide by all policies and hold yourself to a higher level of accountability.

Sincerely,



Major Jeff Storms
Public Safety Services Bureau

Cc: Chief Tracey Martin
Labor Relations
Personnel File
Discipline File

