HENNEPIN COUNTY
SHERIFF'S OFFICE

June 11, 2020

Detention Deputy Kale Karstens
Hennepin County Sheriff's Office
Adult Detention Division
401 S. 4th Ave – Suite 100
Minneapolis, MN 55415

LETTER OF SUSPENSION

Dear Deputy Karstens:

An investigation into your actions on May 24, 2020, has been completed. It has been determined that the following policy violations occurred:

Hennepin County Sheriff's Office Policy

340.3.2 General Conduct
(c) Unauthorized or unlawful fighting, threatening or attempting to inflict unlawful bodily injury on another.

340.3. General Conduct
(v) Any on or off-duty conduct that any employee knows or reasonably should know if unbecoming a member of the Office or that is contrary to the good order, efficiency or morale, disgraceful or that tends to reflect unfavorably upon the Office or its members.

340.3.5 General Conduct
(i) Disparaging remarks of conduct concerning duly constituted authority to the extent that such conduct disrupts the efficiency of the Office or subverts the good order, efficiency and discipline of the Office or that would tend to discredit any member thereof. This investigation revealed that you acted unprofessionally and threatened to kill a coworker multiple times during the early morning hours of May 24, 2020.

This investigation revealed that you acted unprofessionally and threatened to kill a coworker multiple times during the early morning hours of May 24, 2020.

You admitted in your interview to the unprofessional conduct and stated you should have handled it differently.

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For violating the Hennepin County Sheriff's Office Policies, you are hereby receiving a **One (1) day SUSPENSION without pay.** Your suspension day will be selected and communicated to you by your supervisor. You may not work any overtime assignments during your suspension. In addition to your suspension, **you are being referred for an "Anger Management Counseling and Assessment" session.** Please contact Sand Creek at 651-430-3383. You will reach the intake line and will request Brad McNaught for your intake session. Once you have completed your session, please advise Kathy Smith from the Personnel Unit. Please contact Kathy at 612-348-2346 or via email at kathleen.smith@hennepin.us.

You have the right to reply **in** writing to the violation contained in this Letter of Suspension and/or appear at an administrative conference within five (5) working days as provided in Section 17.3(c) and 17.5 of the Human Resources Rules. If you choose, a hearing conference can be scheduled for you to meet with me. The hearing will take place at Sheriff's Administration, in Room 6, Minneapolis City Hall, 350 South Fifth Street, Minneapolis, Minnesota, 55415. Due to the recent circumstances, if you would like to have this hearing via Skype or another virtual alternative, please let us know. If you do wish to appear at the administrative conference or via Skype, please notify my assistant, Danielle Baggett, at 612-348-5886.

If you do appeal to me, then you will not serve your suspension until after I decide your appeal. If I uphold or change your suspension, you will be informed.

If you wish to grieve this action, your rights and the procedures are contained in your 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 Dawanna Witt
Detention/Court Services Bureau