



CITY OF
BURNSVILLE
POLICE DEPARTMENT

MEMO

DATE: August 31, 2022
TO: Justin G. Mullen, Officer #122
FROM: Tanya S. Schwartz, Chief of Police *TSS*
SUBJECT: WRITTEN REPRIMAND
IA # 22-001

The Internal Affairs investigation conducted in response to allegations of misconduct against you is concluded. An opportunity to be heard regarding the allegations was offered to you. No response was received and therefore your right to be heard was waived.

Under Burnsville Police Department's Personnel Complaints Policy 1107.6.4, a fair preponderance of the evidence established that your actions constituted misconduct and violated the following policies and expectations:

- **Standards of Conduct Policy 1104.1, 1104.2, 1104.4, 1104.5.8 (i), 1104.5.9 (g), (h), (o)**
- **Professional Conduct of Peace Officers Model Policy Principles 2, 4, 5**
- **Chief's Preface, Mission Statement and Core Values, Law Enforcement Code of Ethics**

I have reviewed the internal investigative report and evidence and conclude your conduct warrants a written reprimand.

The effects on the department:

Your conduct did not align with our culture and services expectations, PD mission, core values, law enforcement code of ethics, or procedural justice tenets set forth in the Chief's preface and department policy manual.

Expectations:

Interactions with people will align with the department's culture and services expectations, PD mission, core values, law enforcement code of ethics, procedural justice tenets set forth in the Chief's preface and department policy manual.

The department views your actions as inappropriate. You failed to follow expectations and escalated the situation. Based upon the foregoing, you are hereby disciplined as follows:

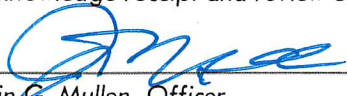
- **Written Reprimand**

- Additionally, in order to help you succeed in addressing your performance, you will be required to attend future training course(s) related to communications, de-escalation, and conflict resolution, determined and assigned by the Patrol Division Commander.

Future violations of policy may result in discipline, up to and including termination of employment.

Please sign and return this written reprimand to me when you return to duty on Monday September 5, 2022 or arrange a time to meet with me on September 6, 2022 to review and sign.

I acknowledge receipt and review of this Order:



Justin G. Mullen, Officer

10-4-22
Date



Tanya S. Schwartz, Chief of Police

10/4/22
Date

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