

Amelia Huffman
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TO: Christopher Lange, Badge #3958
CC: Office of Police Conduct Review
DATE: September 3, 2022
RE: Administrative Case #21-11086

CHIEF'S DECISION:

- Discharge
- Suspension **Duration:**
- Permanent Demotion
- Temporary Demotion, **Duration:** _____
- Written Reprimand**
- No Merit

This memo summarizes my approach and reasoning for my decision as interim Chief of Police that two of the listed policy violations by Officer Lange are sustained. The memo accompanies the enclosed Notice of Discipline Form.

Allegations:

13.43 - Personnel Data

Allegation ■: It is alleged that Officer Lange violated MPD policy by not attempting to de-escalate an incident though it was reasonable and safe to do so. **MPD P&P 5-301(III)(G) De-escalation.**

13.43 - Personnel Data

Allegation ■ It is alleged that Officer Lange violated MPD policy by omitting pertinent facts and failing to include all required information in his police report. **MPD P&P 4-602 Report Writing.**

Summary of the Basis for Decision:

The facts noted in the case investigation support the conclusion that Officer Lange violated Minneapolis Police Department Policies 5-301(III)(G) De-escalation and 4-602 Report Writing. The Police Conduct Review Panel recommended merit for these two allegations, and I concur. **13.43 - Personnel Data**

13.43 - Personnel Data

Allegation ■

- It is alleged that Officer Lange failed to use de-escalation prior to using force during this incident.
- Officer Lange responded to two males involved in an altercation. He attempted to stop the incident by intervening physically, stepping between and trying to separate the two involved parties, at which time he became the focus of the two men's anger.
- At this point the altercation between the two men appears to have been over and Officer Lange may have been able to disengage; however, Officer Lange told one party, "You're out!" and immediately moved to take physical control of him by the arm. He did not give the man time to comply or

attempt other means of verbal persuasion. The male physically resisted the efforts of Officer Lange to remove him from the store and Officer Lange used low level, bodily force to take the man to the floor. It was not until a store employee intervened by asking if she could speak to the male, that the situation was de-escalated.

- The Police Conduct Review Panel recommended merit to the allegation. They noted that he initially attempted to de-escalate the incident. I find that this effort was very brief, and Officer Lange failed to continue trying de-escalation tactics resulting in the need for low level force to be used.
- I agree with the recommendation of the panel and this allegation is **sustained**.

13.43 - Personnel Data

Allegation ■

- It is alleged that Officer Lange failed to include important details in his police report.

- In his police report, Officer Lange noted that the subject of the force was using “aggressive resistance,” but in his conversation with Sgt. Kelly related to the Supervisor Force Review, he noted that the subject was using “active resistance.”
- The narrative text of Officer Lange does not document the necessary elements related to the crime or the basis for arrest and booking. He did not list the appropriate charge.
- The Police Conduct Review Panel provided a recommendation of Merit for this allegation, and I concur with their recommendation. This allegation is **sustained**.

As the interim Chief of Police, I am responsible for providing clear expectations for what is acceptable behavior in our workplaces as well as what will not be tolerated. The Police Conduct Review panel recommended a finding of merit for **13.43** the listed policy violations in this case, and I concur with **13.43** their recommendations.

I hold officers of the Minneapolis Police Department to a high standard. I expect them to live up to our oath of office, our professional code of ethics and our department’s core values of trust, accountability and professional service. Furthermore, I expect them to demonstrate procedural justice in their work. With this conduct, Officer Lange failed to meet our standards. Verbal communication and de-escalation when safe and feasible are fundamental to building trust between police and the communities we serve. De-escalation efforts show respect for the dignity and safety of those we encounter in our work. While it is not possible to know if Officer Lange could have successfully used de-escalation to avoid the need for force, it would have been safe and feasible to try. Secondly, the failure to document the incident clearly and fully in the police report, including the supervisory guidance to book the man who was arrested, did not meet MPD standards. Incomplete reports undermine professionalism, public trust and accountability.

As interim Chief of Police with authority to discipline for violations of policy under Minn. Stat 626.89 Subd. 17, I am issuing a Letter of Reprimand to Officer Lange for his failure to follow the policies listed below:

Allegation **█**: MPD P&P 5-301(III)(G) De-escalation (Sustained: Letter of Reprimand)

Allegation **█**: MPD P&P 4-602 Report Writing (Sustained: Letter of Reprimand)

13.43 - Personnel Data

DocuSigned by:

Amelia Huffman

Amelia Huffman
Interim Chief of Police

CC: OPCR Case File
Inspector McGinty

Enclosure: Notice of Discipline Form