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Minneapolis Police Department
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TO: Troy Walker, Badge 7463
CC: Office of Police Conduct Review
DATE: October 16, 2022
RE: Administrative Investigation Case #21-09580

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 the listed policy violations by Sgt. Walker are sustained. The memo accompanies the enclosed Notice of Discipline.

13.43 - Personnel Data

Allegation **■**: It is alleged that Sgt. Walker failed to wear a body worn camera while working in an off-duty capacity. **MPD P/P 4-223(IV)(A)(2)(a) Body Worn Cameras.**

Summary of the Basis for Decision:

13.43 - Personnel Data

13.43 - Personnel Data

Allegation

- Sgt. Walker was working in an off-duty capacity.
- In his interview, Sgt. Walker admitted that he was not wearing a Body Worn Camera (BWC) on the date of this incident.
- The PCRCP provided a recommendation of Merit to this allegation.
- With the admission of Sgt. Walker, there is a preponderance of the evidence to support the allegation. I concur with the recommendation of the PCRCP, and this allegation is **sustained**.

The facts noted in the case investigation support the conclusion that Sgt. Walker violated Minneapolis Police Department Policies 4-223 Body Worn Cameras. The Police Conduct Review Panel recommended a finding of merit to this allegation, and I concur with the recommendation. In his interview, Sgt. Walker stated that he was not wearing his body worn camera while working the off-duty shift during which he engaged with the Traffic Control. He reported that the battery was not charged. Furthermore, he asserted that he would not (and would not have been required to) turn on the camera during his interaction with the Traffic Control Agent because the TCA is another City employee. MPD policy addresses each of these issues. Officers working off-duty in uniform in the City of Minneapolis are required to wear the BWC. Secondly, MPD policy requires that the BWC be charged between shifts.


Finally, MPD policy requires that the camera be activated under a variety of circumstances including prior to taking any law enforcement action or when any situation becomes adversarial. Specific examples listed include any in-person contact involving allegations of criminal activity, unlawful behavior, or a complaint of misconduct and any contact involving physical or verbal confrontations. The policy also states that the camera shall not be activated to record interactions solely with or among *other department employees*, except in circumstances for which activation is appropriate in accordance with this policy. The TCA is not a department employee, and the circumstances clearly meet the requirements of the policy – a verbal altercation in which the TCA complained about the sergeant’s conduct, the sergeant gave orders to both the driver of the vehicle and the TCA, and then sergeant asserted that the TCA should be charged with a crime for failing to obey those orders. Because Sgt. Walker did not keep his camera charged and wear the camera as required, he could not activate it during this incident with the Traffic Control Agent. Thus, we lack necessary information to fully assess the allegations made by the Traffic Control Agent.

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. 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, Sgt. Walker failed to meet our standards. Proper body worn camera usage is an important vehicle for accountability and building trust with the public. This is made explicit in the first sentences of the MPD BWC policy. Sgt. Walker is a supervisor and as such, he is held to a higher standard. Sergeants must lead by example and demonstrate our department’s core values including in the use of the body worn camera.

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 Sgt. Walker for his failure to wear a body worn camera.

13.43 - Personnel Data

Allegation: MPD P/P 4-223 Body Worn Cameras, **Sustained. Letter of Reprimand.**

DocuSigned by:

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Amelia Huffman
Interim Chief of Police

Enclosure: Discipline Form

CC: OPCR Case File
Commander Veliz