

Amelia Huffman
 Interim Chief of Police
 Minneapolis Police Department
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TO: Officer Troy Dillard
CC: Office of Police Conduct Review
DATE: May 12th, 2022
RE: OPCR Case #21-08926

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 Chief of Police to issue a letter of reprimand. This memo accompanies the enclosed MPD Notice of Discipline letter.

Policies Violated:

3-801	(III)(A)(1)	Off-Duty Employment	B	Sustained
13.43 - Personnel Data				
4-223	(IV)(A)(6)	BWC Activation	B	Sustained
3-801	(III)(A)(20)	Off-duty Sign-on	B	Sustained

Summary of the Basis for Decision:

The facts noted in the case investigation support the conclusion that Officer Dillard violated Minneapolis Police Department policies.

- On 8/22/21, a complaint was received in the Office of Police Conduct Review and the investigator was initially unable to determine the identity of Minneapolis Police Department

officers working off-duty jobs at the venue. During the investigation of that complaint, it was found that Officer Dillard was working off-duty at The Armory.

- According to MPD records, Officer Dillard had not submitted an off-duty employment request and was not approved to work at this off-duty location as required by policy

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13.43 - Personnel Data

- According to MECC records, Officer Dillard failed to contact MECC to log-on with an off-duty call sign. This left no record in the dispatch system that Officer Dillard was working at this location at this time. Furthermore, had he needed assistance from other officers, his location would not be known to dispatchers.
- Officer Dillard had in-person contact with the complainant who was in an adversarial situation with civilian site security. He did not activate his Body Worn Camera during this interaction. Officer Dillard stated that he was never involved with the incident that resulted in the complaint. He noted that he was present with Lt. McCree and observed security dealing with the incident from about 6 feet away. Lt. McCree indicated in his interview that he had been called by security to assist in dealing with the incident.
- At his Loudermill hearing, Officer Dillard acknowledged making a couple of mistakes in this matter.

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 four policy violations in this case, and I concur with their recommendation. While the individual violations of the off-duty work policies alone are primarily administrative, together they undermine the Department's ability to hold officers accountable for their conduct while working in the Minneapolis Department uniform and with the authority of the Minneapolis Police Department. Similarly, proper body worn camera usage is an important vehicle for accountability. I hold officers of the Minneapolis Police Department to a high standard and expect them to demonstrate our department's core values of trust, accountability and professional service. Officer Dillard's violations in this matter undermine accountability and public trust.

As interim Chief of Police with authority to discipline for violations of policy under Minn. Stat. §626.89 Subd. 17, I am issuing a written reprimand to Officer Dillard for his failure to obtain approval prior to working at this off-duty site, his failure to contact MECC to obtain log in with a call sign at the start of off-duty work and his failure to activate his BWC.

13.43 - Personnel Data

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Amelia Huffman
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Amelia Huffman
Interim Chief of Police

5/12/2022