

Amelia Huffman  
 Interim Chief of Police  
 Minneapolis Police Department  
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**TO:** Officer Clifton Toles  
**CC:** Office of Police Conduct Review  
**DATE:** May 12, 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 to Officer Toles. This memo accompanies the enclosed MPD Notice of Discipline letter.

**Policies Violated:**

3-801	(III)(A)(1)	Off-Duty Employment	B	Sustained
<b>13.43 - Personnel Data</b>				
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 Toles 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 Toles was working off-duty at The Armory.

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

## 13.43 - Personnel Data

- According to MECC records, Officer Toles failed to contact MECC to log-on with an off-duty call sign. This left no record in the dispatch system that Officer Toles was working at this location at this time. Furthermore, had he needed assistance from other officers, his location would not be known to dispatchers.
- During his interview, Officer Toles acknowledged these oversights and mistakes.

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 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.

## 13.43 - Personnel Data

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 Toles' 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 Off Toles for his failure to obtain approval prior to working at this off-duty site and his failure to contact MECC to obtain log in with a call sign at the start of this off-duty shift.

## 13.43 - Personnel Data

DocuSigned by:  
*Amelia Huffman*  
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Amelia Huffman  
Interim Chief of Police

5/12/2022