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**TO:** Dennis Hamilton, Badge #2610  
**CC:** Office of Police Conduct Review  
**DATE:** March 10, 2023  
**RE:** Administrative Investigation Case #21-07967

- CHIEF’S DECISION:**
- Discharge
  - Suspension** Duration: 80-hour suspension without pay
  - Permanent Demotion
  - Temporary Demotion, Duration: \_\_\_\_\_
  - Written Reprimand
  - No Merit

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

**Summary of the Basis for Decision:**

**Allegation #1:**

- It is alleged that Lt. Hamilton used a city vehicle as a take-home vehicle, which was not authorized for his position. **MPD P/P 4-406 Take-Home Vehicles.**

**Allegation #2:**

- It is alleged that Lt. Hamilton improperly used a city fleet vehicle by adding excessive mileage, and using it beyond what would be authorized for a take-home vehicle. **MPD P/P 4-401 Vehicle Responsibility.**

[Redacted]

The facts noted in the case investigation support the conclusion that Lt. Hamilton violated Minneapolis Police Department Policies 4-406 Take Home Vehicles and 4-401 Vehicle Responsibility.

[Redacted]

concur with the recommendation from the Police Conduct Review Panel that there is Merit to both allegations.

**Allegation #1: MPD P/P 4-406 Take-Home Vehicles**

- MPD Fleet Manager reported to Internal Affairs that between 3/26/19 and 9/17/21, the vehicle assigned to Lt. Hamilton was drive over 60,000 miles. This amounted to approximately 10,000 miles per month or 2,500 miles per week.
- Lt. Hamilton was issued a pool vehicle from 7/23/21 to 8/13/21, and in three weeks, he drove this vehicle 3,000 miles.
  - This mileage amounts to over 200 miles each workday for three weeks.
- The vehicle assigned to Lt. Hamilton is a take-home vehicle, and Lt. Hamilton has not been given permission to use this as a take-home vehicle. In his interview, he stated that he was not directly told that the vehicle assigned to him was a take-home car.

- Lt. Hamilton was asked about driving this vehicle 1,900 miles in May of 2021 and over 2,500 miles in June of 2021.
  - Lt. Hamilton stated that [REDACTED] 13.43 [REDACTED]
  - He also said that his work as the Crimes Against Children Lt. requires him to attend various meetings which are after the hours of his regular employment.
    - In a review of Workforce Director, Lt. Hamilton attends an average of one meeting per month after-hours.
  - Lt. Hamilton stated that the distance from his home to work is [REDACTED] miles. Google Maps shows the distance as 13.43 [REDACTED] per day round trip. The average number of miles per month to and from home would be [REDACTED] miles.
- The Police Conduct Review Panel (PCRP) issued a unanimous recommendation of **Merit** to the allegation that Lt. Hamilton was using this vehicle as a “take-home” vehicle in violation of MPD P/P 4-406.
- MPD P/P 4-406 includes the following requirements:
  - Only employees authorized by the Chief or Assistant Chief are allowed to take home vehicles. A list of assigned take home vehicles will be maintained by the Department’s Fleet Manager.
  - Unless otherwise specified in a contract or labor agreement, take home vehicles will only be authorized for personal uses which are incidental to coming and going from work.
- I concur with the PCRP and there is a preponderance of the evidence to support the allegation that Lt. Hamilton was using the vehicle as a take-home car in violation of policy, and this allegation is **Sustained**.

**Allegation #2: MPD P/P 4-401 Vehicle Responsibility.**

- In his original interview, Lt. Hamilton stated that he had used the assigned vehicle for “extracurricular activities.” He was asked to give a second interview to explain what this meant.
- Lt. Hamilton stated that “Extracurricular activities, what I call meetings and stuff like that, or community affiliate agency that we work with, and they have meetings...but they also have things like ‘Champions for Children’ and stuff like that, that may be events that are put on.
  - Lt. Hamilton stated that he attended these events on both workdays and non-workdays.
- When asked if Lt. Hamilton drove his assigned city vehicle to those events, he replied, “Well, I did drive...you know I did drive...m work car at times. And there was times I worked, I did my regular personal car too. But, you know mostly because I had the other car assigned to me and I thought it was my car...I would use that car for everything that I was doing during those times.”
- Lt. Hamilton was asked to clarify the miles on the pool car he drove for three weeks, and how he had put on over 1,000 miles per week, and in one case fueled the vehicle on Friday, and again on Monday after driving over 300 miles on the weekend.
  - Lt. Hamilton stated, 13.43 [REDACTED] and I did a lot of driving just with that vehicle. [REDACTED] And I recall just going, just driving all over the place. Umm...and, you know, this is what I was doing. I was just driving. I’d go to store...to stores. I mean, I just used the car and just did that. But I recall that time. [REDACTED]
- The Police Conduct Review Panel (PCRP) issued a unanimous recommendation of **Merit** to the allegation that Lt. Hamilton violated MPD P/P 4-401 Vehicle Responsibility. In their finding’s memo, the PCRP stated, “Even if one were to assume this take-home usage was permitted, there is a limit to what a take-home vehicle can be used for. Hamilton offered no rational explanation for the amount of mileage that he accumulated on his vehicles. In fact, the panel has great concern over Hamilton’s lack of credibility in being able to offer any reasonable explanation for this extraordinary amount of mileage.”
- I agree with the PCRP, and there is a preponderance of the evidence to support the allegation that Lt. Hamilton violated MPD P/P 4-401 Vehicle Responsibility

[REDACTED]

- [REDACTED]

As Chief of Police, I am responsible for providing clear expectations about behavior and conduct in all situations, not just when it is convenient. These expectations extend from myself to the command staff and all levels of the Minneapolis Police Department. My predecessors have also borne responsibility for setting expectations, and it is incumbent on every Chief to hold officers accountable for breeches of those expectations. Legitimacy and reputation are of critical importance to police officers. Officers carry a badge

[REDACTED]

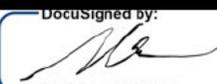
professional service. Furthermore, I expect them to demonstrate procedural justice in their work. With this conduct, Lt. Hamilton failed to meet our standards when they (list allegations) during this incident. The violation in this matter undermines public trust.

As Chief of Police with authority to discipline for violations of policy under Minn. Stat 626.89 Subd. 17, I am issuing an 80-hour Suspension to Lt. Hamilton for the below listed policy violations.

[REDACTED]

Allegation #1: MPD P/P 4-406 Take-Home Vehicles. **Sustained: 40-hour Suspension without Pay**  
Allegation #2: MPD P/P 4-401 Vehicle Responsibility. **Sustained: 40-hour Suspension without Pay**

[REDACTED]

DocuSigned by:  
  
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Brian O'Hara  
Chief of Police

Enclosure: Discipline Form  
CC: OPCR Case File  
Commander Sand