

Amelia Huffman
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TO: Scot Kaiser, Badge 3628
CC: Office of Police Conduct Review
DATE: September 16, 2022
RE: Administrative Investigation Case #21-05881

CHIEF'S DECISION:

■ [REDACTED]
■ [REDACTED] [REDACTED]
■ [REDACTED]
■ [REDACTED]
■ [REDACTED]
■ [REDACTED]

This memo summarizes my approach and reasoning for my decision as interim Chief of Police that one [REDACTED] policy violation [REDACTED] by Officer Kaiser is sustained. The memo accompanies the enclosed Notice of Discipline [REDACTED].

Allegation [REDACTED]

Allegation [REDACTED]

It is alleged that Officer Kaiser used inappropriate language toward a community member and, separately in the presence of Emergency Medical Staff (EMS). MPD P/P 5-105(B)(5) Professional Code of Conduct.

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Summary of the Basis for Decision:

The facts noted in the case investigation support the conclusion that Officer Kaiser used unprofessional language in two separate interactions during this interaction. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Allegation #1

- On 5/7/21, Officer Kaiser and his partner, Officer Sanchez were dispatched to the ReEntry House in response to an unruly tenant who physically struck an employee.
- While engaged in conversation about the incident, Officer Kaiser told the person officers were talking with, "Ok, you got to take the shit out of your mouth so I can understand you."
- During a latter conversation with the responding paramedic, Officer Kaiser made a remark about the Department, "You got weak leadership that won't stand up to retard politicians, is really what it is."
- While several policy violations could be applied to Officer Kaiser's statements, both remarks were improper and reflected poorly on the professionalism of Officer Kaiser and the MPD.
- I have updated the policy violation to Professional Code of Conduct 5-105 (B)(5): "Employees shall be decorous in their language and conduct. They shall refrain from actions or words that bring discredit to the Department." This allegation reflects both the unprofessional statement "take the shit out of your mouth" and the use of the offensive term "retard" to express contempt. The allegation is **Sustained**.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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. Officer Kaiser failed to meet our standards when he used inappropriate language in two separate interactions while on this call for service. It was unprofessional for Officer Kaiser to tell a community member to "take the shit out of your mouth so I can understand you." Officer Kaiser could easily have chosen to communicate politely and professionally that he was having a difficult time understanding the speaker and he should have done so. Secondly, Officer Kaiser's remark to the paramedic demonstrated a contemptuous attitude toward the Department and elected officials, using the offensive term "retard" to indicate that contempt. Speech of this nature reflects very poorly on the officer. It undermines public trust and confidence in Minneapolis police officers and brings discredit to the Department.

As interim Chief of Police with authority to discipline for violations of policy under Minn. Stat 626.89 Subd. 17, [REDACTED] to Officer Kaiser for two instances of

unprofessional language using both profanity and an offensive term during this incident. This conduct undermines the officer's own professional reputation and threatens to bring discredit to the Department. The discipline imposed here is intended to correct the inappropriate behavior and return Officer Kaiser to performance that meets department expectations.

Allegation #1: 5-105(B)(5) Professional Code of Conduct, Sustained. [REDACTED]

DocuSigned by:

Amelia Huffman

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Amelia Huffman
Interim Chief of Police

CC: IA/OPCR Case File
Employee Inspector/Commander

Enclosure: Discipline Form

**IN RE:
THE MATTER OF**

POLICE OFFICERS FEDERATION OF
MINNEAPOLIS,
(Scot Kaiser, Grievant)

and

CITY OF MINNEAPOLIS,

Employer.

SETTLEMENT AGREEMENT
(Union Grievance 22-21)

This Settlement Agreement (“Agreement”) is made and entered into by and between the City of Minneapolis (“City”), the Police Officers’ Federation of Minneapolis (“Federation”) and Officer Scot Kaiser, Badge No. 3628 (“Grievant”).

A. The City of Minneapolis (“City”) and the Police Officers Federation of Minneapolis (“Federation”), parties to a collective bargaining agreement under which the above-entitled grievance was filed, hereby enter into the following agreement that governs the relationship between them.

B. The Grievant is employed by the City in its Police Department (MPD).

C. The Federation is the Grievant’s sole and exclusive bargaining representative.

[REDACTED]

[REDACTED]

[REDACTED]

F. The Federation grieved [REDACTED]

[REDACTED]

G. The Chief of Police has the full authority of the City Council to resolve the grievance.

H. The Federation and the City wish to resolve this matter amicably and without resort to arbitration.

NOW THEREFORE, the parties agree as follows:

1. The Federation will withdraw Grievance # 22-21 subject to conditions listed in paragraphs 2-5.

2. The City will [REDACTED] discipline [REDACTED] a letter of reprimand for violation of MPD Policy 5-105(B)(5).

[REDACTED]

[REDACTED]

4. The Federation, as an entity and on behalf of its members individually, agrees that this Settlement Agreement shall not be used in any arbitration or proceeding, except to enforce the terms of this Settlement Agreement. The Federation, its bargaining unit members and the grievant are bound by this agreement as if they had entered it individually.

5. The City and the Federation agree that this Agreement is without prejudice or precedent to any future matter involving any City employee, other than the Grievant; and that this Agreement shall be of no value as evidence, and shall not be submitted or received as evidence, in any arbitration, hearing, trial, appeal or other proceeding involving any City employee, other than the Grievant.

FOR THE FEDERATION:

DocuSigned by:

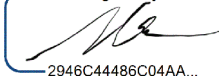

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Date: 11/29/2022

Sherral Schmidt, President

FOR THE CITY OF MINNEAPOLIS:

DocuSigned by:


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Brian O'Hara Chief of Police

Date: 11/29/2022