

Amelia Huffman
Interim Chief of Police
Minneapolis Police Department
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TO: Noushoua Cha, #1036
CC: Office of Police Conduct Review
DATE: June 10, 2022
RE: Administrative Investigation Case #21-09576

CHIEF'S DECISION:

- Discharge
- Suspension Duration: 60 hours
- Permanent Demotion
- Temporary Demotion Duration: _____
- No Merit

<u>Policy Number</u>	<u>Sub-Section</u>	<u>Policy Description</u>	<u>Category</u>	<u>Disposition</u>
5-102	.01	Code of Ethics	C	Sustained
5-405		Firearms Off-Duty	C	Sustained

Summary of the Basis for Decision:

On 10/9/21, the Lino Lakes Police Department responded to a single vehicle crash in their jurisdiction. They found off-duty Minneapolis Police Officer Noushoua Cha in the driver's seat, apparently unconscious. Officer Cha was removed from the vehicle and suspected to be intoxicated. This was later confirmed via testing and Officer Cha was found to have a BAC of approximately 0.14. He also admitted to having a firearm in the vehicle. The firearm was his MPD authorized firearm and was located uncased under the driver's seat next to his MPD badge.

Cha was arrested and charged with:

1. DWI – Operate Motor Vehicle Under Influence of Alcohol
2. DWI – Operation Motor Vehicle – Alcohol Concentration of 0.08 within 2 hours
3. Carrying Pistol While Under Influence of Alcohol

4. Carrying Pistol While Under Influence of Alcohol - 0.10 or more

On 3/29/22, Officer Cha pleaded guilty to Count 2, "DWI – Operate Motor Vehicle – Alcohol Concentration 0.08 within 2 hours." The other three charges were dismissed.

Officer Cha failed to obey the law of the land by driving while intoxicated. With his actions, he placed himself and the public at risk of harm. The outcome in this matter could have been serious injury or the loss of a life, and Officer Cha is fortunate that his behavior did not result in tragedy. Officer Cha violated the public trust and failed to uphold the values of our profession and the Minneapolis Police Department by engaging in this conduct.

As Interim Chief, I am responsible for providing clear expectations for what is acceptable behavior in our workplaces as well as what will not be tolerated. Based on my review of the facts and circumstances of this incident, Officer Cha violated the MN Law Enforcement Code of Ethics and the MPD policy governing Firearms Authorized for Off-Duty Use. Officer Cha admitted to the alleged policy violations and accepted responsibility in an expedited disposition process during the disciplinary investigation. I have weighed Officer Cha's acceptance of responsibility in the expedited disposition process as a mitigating factor when determining discipline. As Interim Chief of Police with authority to discipline for violations of policy under Minn. Stat. §626.89 Subd. 17, I am imposing a 60-hour suspension without pay (30 hours for each of the two sustained policy violations).

Sincerely,

DocuSigned by:
Amelia Huffman

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Amelia Huffman
Interim Chief of Police

6/10/2022

Enclosure: Discipline Form