

Amelia Huffman
Interim Chief of Police
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TO: Christopher Lange, Badge #3958
CC: Office of Police Conduct Review
DATE: September 3, 2022
RE: Administrative Case #21-11086

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 interim Chief of Police that two [REDACTED] policy violations by Officer Lange are sustained. The memo accompanies the enclosed Notice of Discipline Form.

Allegations:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Allegation [REDACTED]: It is alleged that Officer Lange violated MPD policy by not attempting to de-escalate an incident though it was reasonable and safe to do so. **MPD P&P 5-301(III)(G) De-escalation.**

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- In his police report, Officer Lange noted that the subject of the force was using “aggressive resistance,” but in his conversation with Sgt. Kelly related to the Supervisor Force Review, he noted that the subject was using “active resistance.”
- The narrative text of Officer Lange does not document the necessary elements related to the crime or the basis for arrest and booking. He did not list the appropriate charge.
- The Police Conduct Review Panel provided a recommendation of Merit for this allegation, and I concur with their recommendation. This allegation is **sustained**.

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. [REDACTED]

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. With this conduct, Officer Lange failed to meet our standards. Verbal communication and de-escalation when safe and feasible are fundamental to building trust between police and the communities we serve. De-escalation efforts show respect for the dignity and safety of those we encounter in our work. While it is not possible to know if Officer Lange could have successfully used de-escalation to avoid the need for force, it would have been safe and feasible to try. Secondly, the failure to document the incident clearly and fully in the police report, including the supervisory guidance to book the man who was arrested, did not meet MPD standards. Incomplete reports undermine professionalism, public trust and accountability.

As interim Chief of Police with authority to discipline for violations of policy under Minn. Stat 626.89 Subd. 17, I am issuing a Letter of Reprimand to Officer Lange for his failure to follow the policies listed below:

Allegation [REDACTED] MPD P&P 5-301(III)(G) De-escalation (Sustained: Letter of Reprimand)

Allegation [REDACTED] MPD P&P 4-602 Report Writing (Sustained: Letter of Reprimand)

In addition, Officer Lange was referred to the MPD Training Division and has completed refresher training in De-escalation [REDACTED] and Report Writing.

DocuSigned by:

Amelia Huffman

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Amelia Huffman
Interim Chief of Police

CC: OPCR Case File
Inspector McGinty

Enclosure: Notice of Discipline Form