

From the desk of:

Medaria Arradondo  
Chief of Police  
Minneapolis Police Department  
350 South 5<sup>th</sup> Street, Room 130  
Minneapolis, MN 55415



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**TO:** Officer Jamie Conway  
**CC:** MPD Internal Affairs  
**DATE:** July 15, 2021  
**RE:** OPCR/Administrative Case # 19-07609

**CHIEF'S DECISION:**

- Discharge
- Suspension                      **Duration:**
- Written Reprimand
- Permanent Demotion
- Temporary Demotion                      **Duration:**
- No Merit

## SUMMARY OF BASIS FOR DECISION

This memo summarizes my approach and reasoning for my decision as Chief of the Minneapolis Police Department that the allegation against Officer Jamie Conway is sustained. This memo accompanies the enclosed Notice of Discipline.

**Allegation:** Officer Conway failed to be respectful, courteous, and professional during his interaction with Mr. Lewis, a neighbor of the subject of an EDP call.

### **Policies Violated:**

5-104.01 Professional Policing

Officers shall use the following practices when contacting any citizen, regardless of the reason for the contact: (07/24/15)

- Be courteous, respectful, polite and professional.
- Introduce or identify themselves to the citizen and explain the reason for the contact as soon as practical, unless providing this information will compromise the safety of officers or other persons.
- Ensure that the length of any detention is no longer than necessary to take appropriate action for the known or suspected offense. (07/24/15)
- Attempt to answer any relevant questions that the citizen may have regarding the citizen/officer contact, including relevant referrals to other city or county agencies when appropriate.
- Provide name and badge number when requested, preferably in writing or on a business card.
- Explain and/or apologize if you determine that the reasonable suspicion was unfounded (e.g. after an investigatory stop).
- If asked, provide the procedures for filing a complaint about police services or conduct.

### **Summary Supporting Decision (see also Investigation Summary):**

The complainant reported that officers were called to deal with a person having issues at an apartment complex. Another resident, Barry Lewis, exited from his apartment and started to act belligerently--yelling and swearing—at the Minneapolis Police Officers but did not physically touch them. Complainant stated the resident was short and in his 60s. According to Complainant, officers shoved the resident "hard" into his apartment door and "forcefully" escorted him out the door before eventually returning the resident to his apartment.

Officers' BWC video captured the interaction between Officer Conway and Mr. Lewis. Officer Conway verbally engaged Mr. Lewis as he exited his apartment to ask the officers what they are doing. Mr. Lewis was argumentative and swore at officers but did not physically engage or intervene. Officer Conway told Mr. Lewis to "mind your own business" and "don't come out here and try to start something." Officer Conway spoke to Mr. Lewis in a raised voice.

MPD Policy and Procedure 5-104.01 – Professional Policing requires officers to be courteous, respectful, polite and professional when contacting any citizen regardless of the reason for the contact.

I agree with the panel’s conclusion that this allegation has merit.

**Noted Points:**

- Mr. Lewis exited his apartment and questioned what officers were doing as they answered a call for service in which Mr. Lewis was not initially involved.
- Officer Conway statements to Mr. Lewis included:
  - “Mind your own business.”
  - “Don’t come out here and try to start something.”
  - “Why is this your business?”
  - “What is your problem? What do you want?”
- At his Loudermill hearing, Officer Conway said that he has recognized that he should have been more professional and should not have acted the way he did.
- MPD PP 5-104.01 requires officers, in part, to be courteous, respectful, polite and professional was contacting any citizen regardless of the reason for the contact.

As Chief of Police I am responsible for providing clear expectations on what is acceptable behavior in our workplaces as well as what will not be tolerated. Based on my review of the facts of this investigation, Officer Conway did not speak courteously, respectfully, politely or professionally to Mr. Lewis when Mr. Lewis verbally engaged the officers. In 2017, I shared my vision statement with every member of the Minneapolis Police Department setting the expectation that “Every aspect of our professional service must demonstrate commitment to procedural justice. We will act by giving others Voice and Respect, being Neutral and building Trust in our interactions with those we serve, as well as with other MPD employees.” Officer Conway’s conduct towards Mr. Lewis did not demonstrate a commitment to procedural justice; this undermines public trust and does not uphold this Department’s core values of trust, accountability, and professional service. Officer Conway has taken responsibility for his conduct and acknowledged that he should have been more professional in his interaction with Mr. Lewis. As Chief of Police with authority to discipline for violations of policy under Minn. Stat. §626.89 Subd. 17, I am imposing a written reprimand for this sustained violation of MPD PP 5-104.01 Professional Policing.

DocuSigned by:  
*Medaria Arradondo*  
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7/15/2021

**Chief Medaria Arradondo**