

# Exhibit 12

From the desk of:  
Medaria Arradondo  
Chief of Police  
Minneapolis Police Department  
350 South 5<sup>th</sup> Street, Room 130  
Minneapolis, MN 55415  
(612) 673-3550



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**TO:** Officer Colleen Ryan Badge #6226  
**CC:** MPD Internal Affairs  
**DATE:** December 2, 2020  
**RE:** OPCR Administrative/Investigation Case #20-08326

**CHIEF'S DECISION:**

- Discharge
- Suspension                      **Duration:**
- Written Reprimand
- Permanent Demotion
- Temporary Demotion Duration: \_\_\_\_\_

**SUMMARY OF BASIS FOR DECISION**

This memo summarizes my approach and reasoning for my decision as Chief of the Minneapolis Police Department that Officer Colleen Ryan receive a Written Reprimand. This memo accompanies the enclosed MPD Worksheet.

**Policies Violated:**

**MPD 6-202 Responsibility of MPD Employees**

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

On June 10, 2020, a magazine article, titled "A Minneapolis Police Officer Opens Up About the Toxic Culture Inside the Department"<sup>1</sup> was published in GQ Magazine. The author of the article, Laura Bassett, wrote she spoke to a Minneapolis Police Officer who agreed to be interviewed by phone on the condition her real name was withheld. [REDACTED] lodged a complaint with Office of Police Conduct Review regarding the article.

Also, an anonymous tip was entered into the Ethics Hot Line alleging Colleen Ryan was the Minneapolis Police Officer interviewed for the GQ article.

Upon the completion of this thorough investigation I reviewed the investigative case file materials and made my decision.

**Facts of this Case:**

- Officer Ryan initiated contact with Laura Bassett via Twitter.
- Officer Ryan was trying to gather information for a project for her Master's Degree.
- Officer Ryan continued the contact with Bassett via two telephone calls.
- Officer Ryan did not have permission from the Public Information Officer to contact or talk to anyone from the media.
- Officer Ryan knew Bassett was writing an article about the police.
- Officer Ryan agreed to speak with Bassett about the Minneapolis Police Department.
- Officer Ryan knew information she provided would be used in the article.
- Officer Ryan asked that her personal information be withheld from the article.
- Officer Ryan confirmed she is the person in the article who is referred to as Megan Jones.
- Office Ryan offered her opinion to Bassett throughout the conversation.
- Officer Ryan regretted the bad press the article generated for the Minneapolis Police Department.

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. Officer Ryan by our department policy should have contacted and sought permission from our MPD PIO prior to engaging in the interview with the journalist. Officer Ryan admitted that she did not seek this permission. Officer Ryan regretted the bad press the article generated for the Minneapolis Police Department. It is my decision that Officer Ryan receive a Written Reprimand for violating our department's Responsibility of MPD Employees.

**Minneapolis Police Department  
Discipline Worksheet**

Officer Colleen Ryan Badge #6226      06/10/2020      #20-08326  
Employee's Name and ID Number      Date of Incident      Administrative Case Number

**Complaint Form (attached)**

Form signed by: Names and Title (if City employee)      Date

**Receipt of OPCR File in Chief's Office**

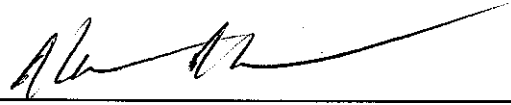
Received by: MPD Employee Name      Date

**Referral to Internal Affairs for Further Investigation (if applicable)**

Referral made by: MPD Employee Name and Title      Date

**MPD Discipline Panel Recommendation - MPD Policy Violations**

6-202	Responsibility of MPD Employees



12-2-20

Deputy Chief of Professional Standards      Date

**Loudermill - MPD Policy Violations**

6-202	Responsibility of MPD Employees

Loudermill conducted by:      Date

**Minneapolis Police Department  
Discipline Worksheet**

Attendees at Loudermill: \_\_\_\_\_

**Office of the Chief of Police**

Policy Number	Policy Description	Category	Disposition
6-202	Responsibility of MPD Employees	"B"	Written Reprimand

**Chief's Discipline Decision**

See: Discharge, Suspension, Involuntary Demotion form and Chief's Memorandum (attached)

*Melaine Carlala*

Chief of Police

*12/2/2020*  
Date

**Final Disposition, If Different From Chief's Original Decision**

[Grievance arbitration award, grievance settlement, Veterans Preference Hearing, resignation in lieu of discharge]

Final Disposition of Discipline

Date

**Date of Publication on City's Website**

**Minneapolis Police Department  
Discipline Worksheet**

Memorandum Forwarded to:

Date

MP-1408 (Revised 07/29)