



Law Enforcement Labor Services (LELS)
Minnesota's Largest Public Safety Labor Union

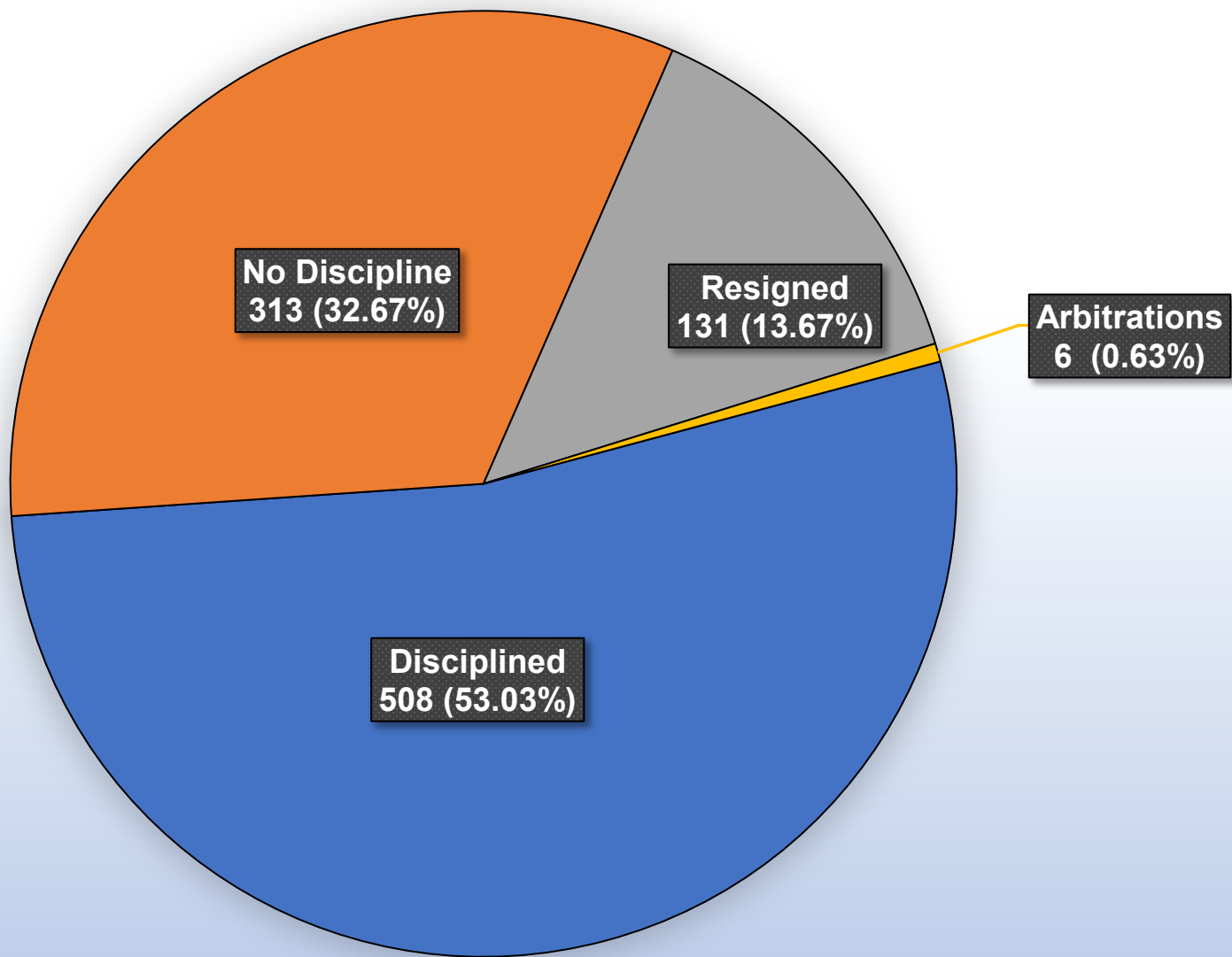
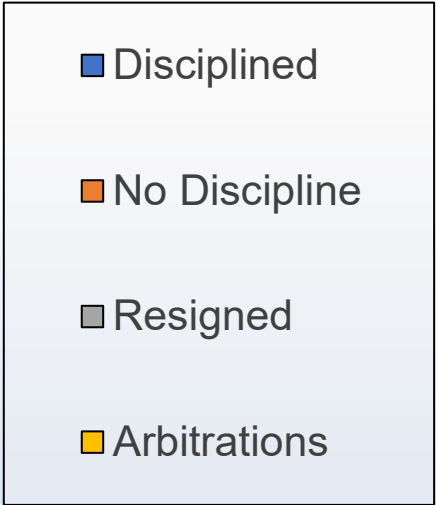
Representing
7,500+ Members
275+ Public Safety Agencies

2020-2024

All Complaints of Police Officer Misconduct

LELS Files Only

958 Total Complaints

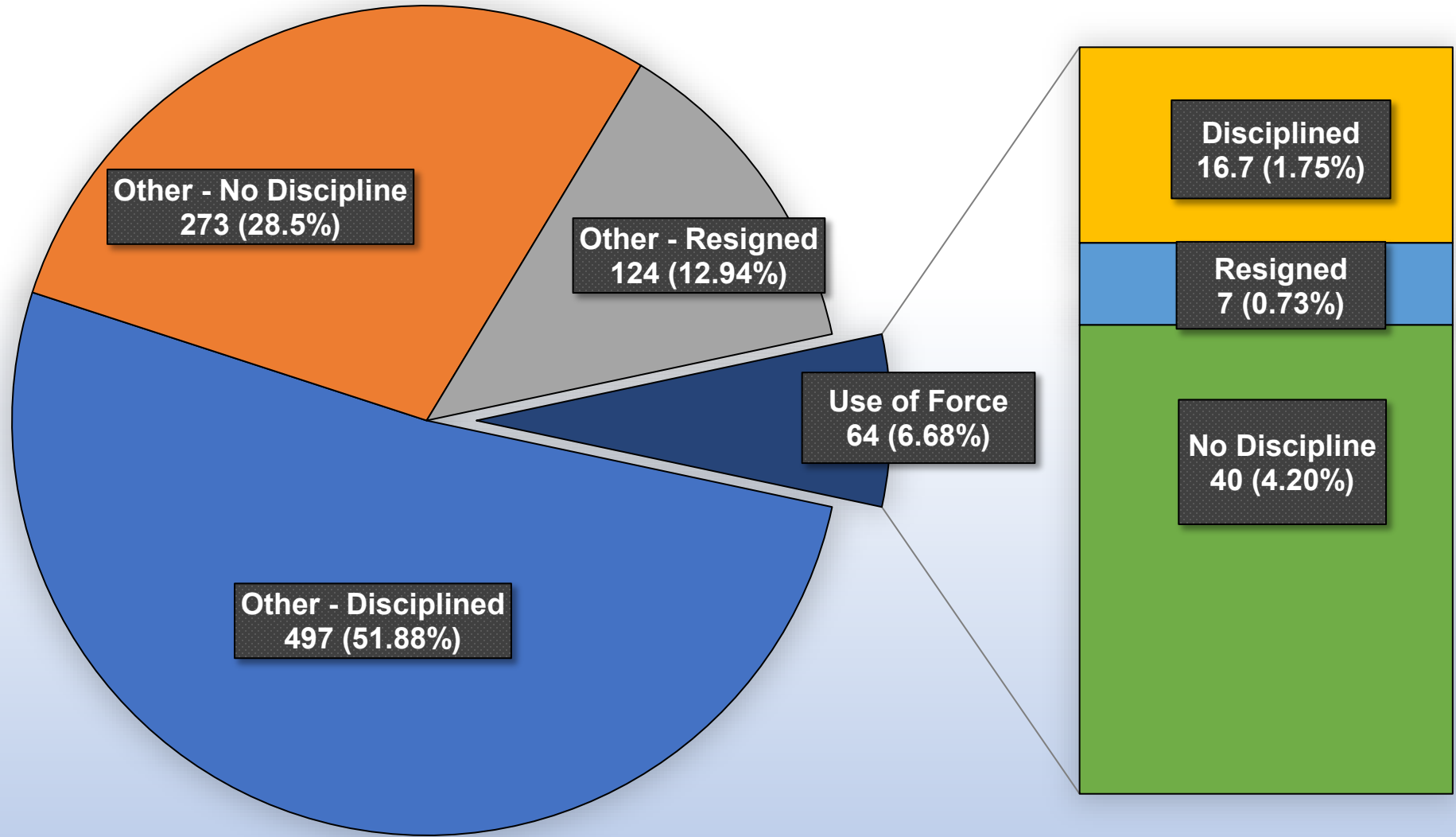


2020-2024

All Complaints With Use of Force

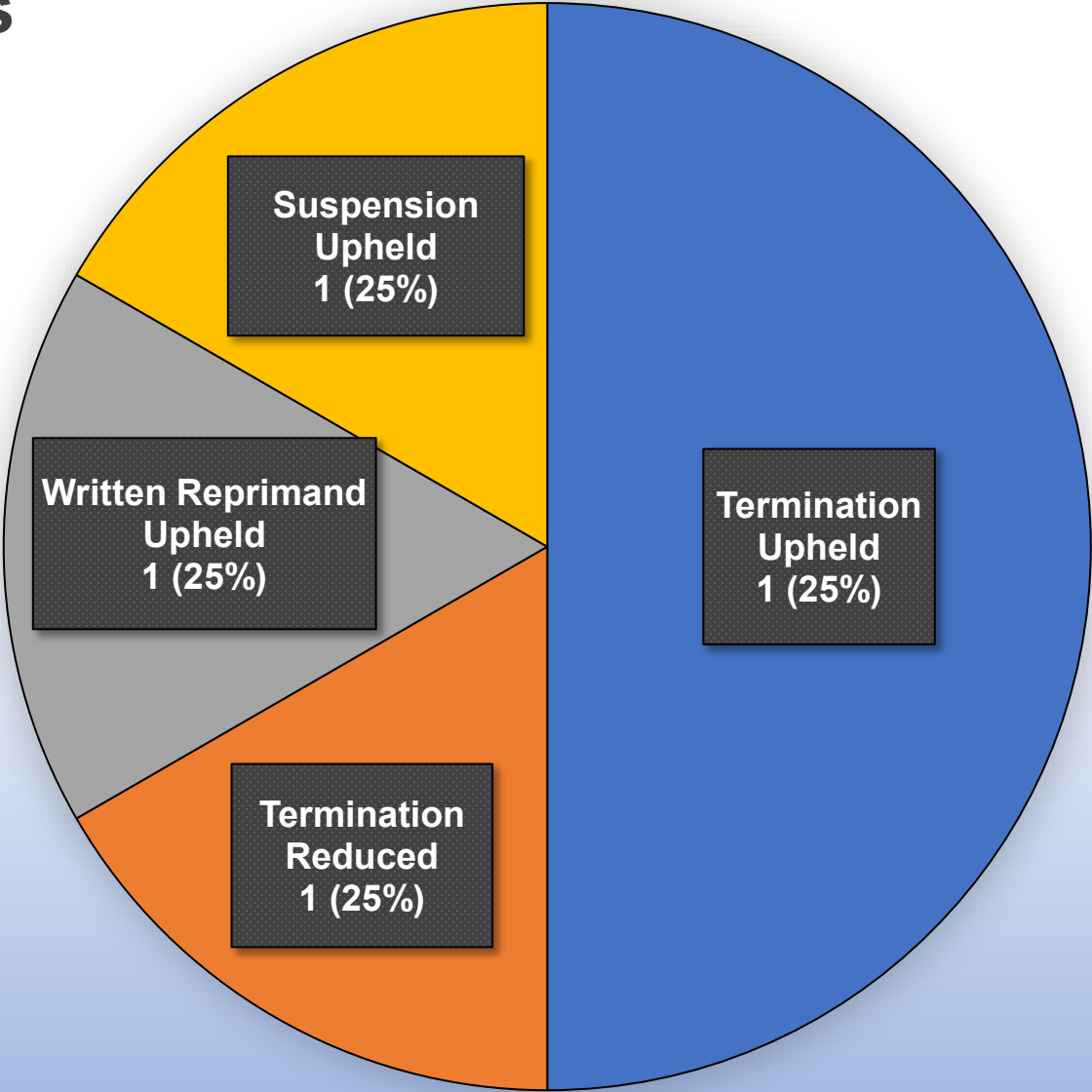
64 of 958 Complaints (6.68%)

- Other - Disciplined
- Other - No Discipline
- Other - Resigned
- Disciplined
- Resigned



2020-2024
Panel of Six Arbitration Results
LELS Files Only
4 of 958 Incidents (0.42%)

- Termination Upheld
- Termination Reduced
- Written Reprimand Upheld
- Suspension Upheld





**BUREAU OF
MEDIATION SERVICES**

Peace Officer Grievance Arbitration Award Summaries

***Brief overviews of peace officer grievance arbitration awards
submitted to the Bureau of Mediation Services***

2021-2024
Bureau of Mediation Services
Police Officer Arbitration Panel of 6
(All Cases)

Total Cases Filed With BMS	= 43	
Total Cases Arbitrated (Sustained)	= 2	(Non-Public Data)
Total Cases Arbitrated (Sustained in Part)	= 1	(Public Data)
Total Cases Arbitrated (Denied)	= 5	(Public Data)

Note: For “Public Data” Arbitrations, see the following summary for the award!

BMS Case No. 24POA2021

City of Edina vs

Law Enforcement Labor Services, Inc. (LELS)

Arbitrator Debra Heisick

Issue: Written Reprimand

Written Reprimand issued to a Sergeant for his response to an off-duty incident involving another off-duty officer. Failed to provide requested contact information for colleague who was believed to have hit a parked car.

Denied: Just Cause existed for the Employer to issue a written reprimand. Employee was aware of the possible consequences of off-duty misconduct.

BMS Case No. 24POA1094

Mower County vs

Law Enforcement Labor Services, Inc. (LELS)

Arbitrator Jeffrey A. Hassan

Issue: Termination

County Patrol Sergeant involved in high-speed pursuit of a vehicle fleeing from a city law enforcement officer. Delay in activating emergency warning lights. A fleeing vehicle crashed resulting in injuries to the two teenage occupants. Initially discharged for discrepancies in reporting and violation of multiple policies. Union points out lack of progressive discipline, grievant's previous service record and Employer's treatment of other officers in like circumstances.

Sustained in Part: Just Cause exists for discipline, but termination, demotion, and/or written reprimand are not the appropriate discipline. Arbitrator upheld a 6-month suspension without pay, and a return to work in his supervisory role.

Note: [Award Clarification](#) received September 16, 2024.

BMS Case No. 23POA0285

City of St. Paul vs

St. Paul Police Federation (SPPF)

Arbitrator Adepeju O. Solarin

Issue: Written Reprimand

Police officer issued a written reprimand for following improper procedures in responding to an individual resisting arrest. Grievance was filed on the basis that no evidence of misdoing and discipline was excessive

Denied: Written reprimand upheld. Grievant had cause to be disciplined for procedurally improper actions in this incident, and similar incidents in the past.

BMS Case No. 22POA0516

Minnesota Management and Budget vs

MN State Patrol Troopers Association (MSPTA)

Arbitrator Susan Gaertner

Issue: Termination

State Trooper discharged for falsifying commercial vehicle inspection reports, failure to pull vehicles with serious violations out of service and turning off squad cam video during drivers encounters creating safety risks and violation of public trust.

Denied: Despite no previous discipline history, the Employer had Just Cause to terminate for serious misconduct.

BMS Case No. 22POA1234

Becker County vs

Law Enforcement Labor Services, Inc. (LELS)

Arbitrator Stephen D. Swanson

Issue: Termination

Sheriff Deputy discharged for violating Sheriff's Dept policies, county personnel policies, and Minnesota POST Board policies when he engaged in a dangerous profanity and vulgarity laden shouting match when responding to a call at a private residence.

Denied: Termination upheld. In spite of a positive service record, the grievant did not use his de-escalation tactics. His behavior was intentional, dangerous, and totally unacceptable. Concern that a repeat would threaten the safety of the public.

BMS Case No. 21POA0935

Anoka County vs

Law Enforcement Labor Services, Inc. (LELS)

Arbitrator Susan Gaertner

Issue: 2-Day Suspension

When responding to an accident scene, grievant entered an intersection on red (with lights & siren) and was struck by car who had the green light.

Denied: 15 yr. Employee with 2 priors. Preventable accident. Discipline consistent with other cases.