

STATE OF MINNESOTA

DISTRICT COURT

COUNTY OF HENNEPIN

FOURTH JUDICIAL DISTRICT

Case Type: Other Civil

MINNESOTA COALITION ON
GOVERNMENT INFORMATION,

Judge: The Hon. Karen A. Janisch
Court File No.: 27-CV-21-7237

Plaintiff,

v.

CITY OF MINNEAPOLIS; CASEY J.
CARL, in his official capacity as Clerk for the
City of Minneapolis; NIKKI ODOM, in her
official capacity as Chief Human Resources
Officer for the City of Minneapolis;
MINNEAPOLIS POLICE DEPARTMENT;
and BRIAN O'HARA, in his official capacity
as Chief of Police for the Minneapolis Police
Department.

**DECLARATION OF
ISABELLA SALOMÃO NASCIMENTO**

Defendants.

I, Isabella Salomão Nascimento, pursuant to the provisions of Minn. Stat. § 358.116 and under penalty of perjury, hereby declare:

1. I am an attorney admitted to practice law in the State of Minnesota, and have been at all relevant times one of the attorneys representing Plaintiff Minnesota Coalition on Government Information ("MNCOGI") in the above-captioned case. I make this declaration based on my personal knowledge, and am competent to testify regarding the matters herein. I make this declaration in support of MNCOGI's Motion for Partial Summary Judgment.

2. Attached hereto as Exhibit 2 is a true and correct copy of Plaintiff's MGDPA Request, dated February 15, 2021 bearing the Bates number PLF_000001.

3. Attached hereto as Exhibit 3 is a true and correct copy of Defendants' March 26, 2021 Response to Plaintiff's MGDPA Request bearing the Bates number PLF_000003.

4. Attached hereto as Exhibit 5 is a true and correct copy of a 2013 quarterly report by the Office of Police Conduct Review bearing the Bates number WEBSTER_0000879.

5. Attached hereto as Exhibit 7 is a true and correct copy of a 2003 Memorandum of Agreement between the Unity Community Mediation Team and the Minneapolis Police Department bearing the Bates number CITY.001170.

6. Attached hereto as Exhibit 8 is a true and correct copy of a letter to the residents and communities of Minneapolis from Mayor Betsy Hodges, dated July 14, 2016 bearing the Bates number CITY.001727.

7. Attached hereto as Exhibit 9 is a true and correct copy of the document Minneapolis Police Department Body-Worn Camera Policy: Response to Community Concerns bearing the Bates number CITY.001729.

8. Attached hereto as Exhibit 10 is a true and correct copy of a 2019 annual report of the Office of Police Conduct Review bearing the Bates number CITY.001865.

9. Attached hereto as Exhibit 11 is a true and correct copy of a bar graph of "Discipline Types Issued by Chief" prepared by the Office of Police Conduct Review bearing the Bates number PLF_000018.

10. Attached hereto as Exhibit 12 is a true and correct copy of a Notice of Coaching bearing the Bates number CITY002977.

11. Attached hereto as Exhibit 13 is a true and correct copy of a Notice of Coaching, dated February 14, 2020 bearing the Bates number CITY002979.

12. Attached hereto as Exhibit 14 is a true and correct copy of a Notice of Coaching, dated October 21, 2019 bearing the Bates number CITY002998.
13. Attached hereto as Exhibit 15 is a true and correct copy of a Notice of Coaching, dated September 3, 2015 bearing the Bates number CITY002984.
14. Attached hereto as Exhibit 16 is a true and correct copy of a Notice of Discipline, dated May 8, 2017 bearing the Bates number CITY002808.
15. Attached hereto as Exhibit 17 is a true and correct copy of a Notice of Coaching, dated November 15, 2016 bearing the Bates number CITY002961.
16. Attached hereto as Exhibit 18 is a true and correct copy of a Settlement Agreement between the City of Minneapolis and the Police Officers' Federation of Minneapolis bearing the Bates number CITY002995.
17. Attached hereto as Exhibit 20 is a true and correct copy of a Notice of Coaching, dated November 15, 2016 bearing the Bates number CITY002960.
18. Attached hereto as Exhibit 21 is a true and correct copy of a Notice of Coaching, dated May 8, 2017 bearing the Bates number CITY002971.
19. Attached hereto as Exhibit 22 is a true and correct copy of a Notice of Coaching, dated January 17, 2018 bearing the Bates number CITY002975.
20. Attached hereto as Exhibit 23 is a true and correct copy of a Notice of Coaching, dated January 8, 2016 bearing the Bates number CITY002981.
21. Attached hereto as Exhibit 32 is a true and correct copy of a blank MPD Coaching Documentation Form bearing the Bates number CITY000261.
22. Attached hereto as Exhibit 33 is a true and correct copy of a February 2015 memorandum by Christopher Granger bearing the Bates number WEBSTER_0000738.

23. Attached hereto as Exhibit 34 is a true and correct copy of correspondence from Federation President Bob Kroll to the members of the Federation bearing the Bates number FED000847.

24. Attached hereto as Exhibit 35 is a true and correct copy of a transcript of the meeting of the Police Conduct Oversight Commission on May 11, 2021 bearing the Bates number CITY000001.

25. Attached hereto as Exhibit 40 is a true and correct copy of the June 16, 2023 Report of the Department of Justice on its investigation into the Minneapolis Police Department.

26. Attached hereto as Exhibit 45 is a true and correct copy of a Letter of Reprimand, dated May 7, 2014 bearing the Bates number CITY002726.

27. Attached hereto as Exhibit 46 is a true and correct copy of a Letter of Reprimand, dated June 20, 2016 bearing the Bates number CITY002768.

28. Attached hereto as Exhibit 48 is a true and correct copy of the Collective Bargaining Agreement between the City of Minneapolis and the Police Officers' Federation of Minneapolis, 2017-2019, which governed through May 2022 when the new contract was executed, bearing the Bates number FED000001.

29. Attached hereto as Exhibit 50 is a true and correct copy of Rule 11 of the Minneapolis Civil Service Commission Rules.

30. Attached hereto as Exhibit 52 is a true and correct copy of the Complaint Process Manual bearing the Bates number CITY.000481.

31. Attached hereto as Exhibit 57 is a true and correct copy of a June 9, 2020 Star Tribune article, "Minneapolis police officers disciplined in fraction of cases."

32. Attached hereto as Exhibit 59 is a true and correct copy of a September 8, 2020 legal opinion from the Minneapolis City Attorney's Office to the Police Conduct Oversight Commission bearing the Bates number CITY001527.

33. Attached hereto as Exhibit 72 is a true and correct copy of a Notice of Discipline, dated May 12, 2022 bearing the Bates number CITY002913.

34. Attached hereto as Exhibit 73 is a true and correct copy of a Notice of Discipline, dated May 12, 2022 bearing the Bates number CITY002915.

35. Attached hereto as Exhibit 74 is a true and correct copy of a Notice of Discipline, dated September 3, 2022 bearing the Bates number CITY002919.

36. Attached hereto as Exhibit 75 is a true and correct copy of a Notice of Discipline, dated May 12, 2022 bearing the Bates number CITY002951.

37. Attached hereto as Exhibit 76 is a true and correct copy of a Federation grievance, dated October 5, 2015 bearing the Bates number FED001170.

38. Attached hereto as Exhibit 77 is a true and correct copy of email correspondence between the City of Minneapolis and the Police Officers' Federation of Minneapolis settling a grievance by the Federation, bearing the Bates number FED001259.

39. Attached hereto as Exhibit 79 is a true and correct copy of email correspondence between the City of Minneapolis and the Police Officers' Federation of Minneapolis settling a grievance by the Federation, bearing the Bates number FED000907.

40. Attached hereto as Exhibit 80 is a true and correct copy of correspondence regarding an MGDPA request by Tony Webster bearing the Bates number FED001656.

41. Attached hereto as Exhibit 81 is a true and correct copy of email correspondence regarding coaching, dated August 28, 2020 bearing the Bates number FED001878.
42. Attached hereto as Exhibit 85 is a true and correct copy of Federation Labor-Management Meeting Minutes, dated January 27, 2015 bearing the Bates number FED003228.
43. Attached hereto as Exhibit 86 is a true and correct copy of a Federation grievance, dated January 13, 2014 bearing the Bates number FED003256.
44. Attached hereto as Exhibit 87 is a true and correct copy of a Federation grievance, dated April 4, 2014 bearing the Bates number FED003226.
45. Attached hereto as Exhibit 88 is a true and correct copy of a Notice of Coaching, dated April 28, 2015 bearing the Bates number CITY069475.
46. Attached hereto as Exhibit 89 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY069474.
47. Attached hereto as Exhibit 90 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY069476.
48. Attached hereto as Exhibit 91 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY069477.
49. Attached hereto as Exhibit 92 is a true and correct copy of a Notice of Coaching, dated October 16, 2014 bearing the Bates number CITY069479.
50. Attached hereto as Exhibit 96 is a true and correct copy of email correspondence between the City of Minneapolis and the Police Officers' Federation of Minneapolis settling a grievance by the Federation, bearing the Bates number CITY069501.

51. Attached hereto as Exhibit 115 is a true and correct copy of the Minneapolis Police Department Policy and Procedure Manual bearing the Bates number CITY003002.

52. Attached hereto as Exhibit 118 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY002966.

53. Attached hereto as Exhibit 121 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY002976.

54. Attached hereto as Exhibit 122 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY002973.

55. Attached hereto as Exhibit 123 is a true and correct copy of correspondence regarding a Federation grievance, dated October 11, 2011 bearing the Bates number FED002735.

56. Attached hereto as Exhibit 132 is a true and correct copy of correspondence from counsel for the Federation to the Minneapolis Charter Commission bearing the Bates number FED000955.

57. Attached hereto as Exhibit 133 is a true and correct copy of a post-hearing brief by the Federation, dated September 16, 2016 bearing the Bates number FED001067.

58. Attached hereto as Exhibit 140 is a true and correct copy of a Federation grievance, dated April 7, 2016 bearing the Bates number FED003264.

59. Attached hereto as Exhibit 146 is a true and correct copy of the Collective Bargaining Agreement between the City of Minneapolis and the Police Officers' Federation of Minneapolis, January 1, 2009 through December 31, 2011 bearing the Bates number FED000504.

60. Attached hereto as Exhibit 156 is a true and correct copy of a summary prepared by the City of Minneapolis of document requests served by the Minnesota Department of Human Rights bearing the Bates number FED001057.

61. Attached hereto as Exhibit 167 is a true and correct copy of a presentation by the Minneapolis City Attorney's Office on its Brady Protocol bearing the Bates number FED002693.

62. Attached hereto as Exhibit 186 is a true and correct copy of correspondence regarding the Police Conduct Oversight Commission's directive on coaching, dated April 7, 2021 bearing the Bates number CITY068904.

63. Attached hereto as Exhibit 192 is a true and correct copy of correspondence regarding a Federation grievance, dated January 22, 2016 bearing the Bates number FED003253.

64. Attached hereto as Exhibit 209 is a true and correct copy of a memorandum from Medaria Arradondo and Michael Browne regarding the OPCR Coaching process, dated May 28, 2013 bearing the Bates number CITY072353.

65. Attached hereto as Exhibit 213 is a true and correct copy of correspondence from Medaria Arradondo regarding the OPCR Coaching process, dated November 5, 2013 bearing the Bates number CITY072352.

66. Attached hereto as Exhibit 214 is a true and correct copy of a Stipulation between Plaintiff and Defendants, dated February 29, 2024.

67. Attached hereto as Exhibit 215 is a true and correct copy of correspondence regarding a Federation grievance, dated November 9, 2015 bearing the Bates number CITY073231.

68. Attached hereto as Exhibit 301 is a true and correct copy of a Chief's discipline memo imposing suspension and training, dated October 12, 2022, that is publicly available on the MPD Discipline Dashboard.

69. Attached hereto as Exhibit 302 is a true and correct copy of a Chief's discipline memo imposing a written reprimand and training, dated September 17, 2022, that is publicly available on the MPD Discipline Dashboard.

70. Attached hereto as Exhibit 303 is a true and correct copy of a Chief's discipline memo imposing a written reprimand and training, dated September 17, 2022, that is publicly available on the MPD Discipline Dashboard.

71. Attached hereto as Exhibit 304 is a true and correct copy of a Chief's discipline memo imposing suspension, written reprimand, and training, dated September 6, 2022, that is publicly available on the MPD Discipline Dashboard.

72. Attached hereto as Exhibit 305 is a true and correct copy of a Chief's discipline memo imposing a written reprimand and training, dated September 3, 2022, that is publicly available on the MPD Discipline Dashboard.

73. Attached hereto as Exhibit 306 is a true and correct copy of a City-created document entitled, "Police Discipline in Minneapolis" bearing the Bates number CITY.000964.

74. Attached hereto as Exhibit 307 is a true and correct copy of correspondence from Abigail Cerra, dated December 10, 2020 bearing the Bates number CITY002477.

75. Attached hereto as Exhibit 308 is a true and correct copy of an analysis prepared by Abigail Cerra, provided to Minneapolis City Councilmember Jeremy Schroeder bearing the Bates number CITY002506.

76. Attached hereto as Exhibit 310 is a true and correct copy of a Letter of Reprimand, dated July 1, 2015 bearing the Bates number CITY002782.

77. Attached hereto as Exhibit 311 is a true and correct copy of a Notice of Suspension and Reprimand, dated February 22, 2016 bearing the Bates number CITY002790.

78. Attached hereto as Exhibit 312 is a true and correct copy of a Notice of Discipline, dated January 18, 2018 bearing the Bates number CITY002816.

79. Attached hereto as Exhibit 313 is a true and correct copy of a Notice of Discipline, dated January 18, 2018 bearing the Bates number CITY002818.

80. Attached hereto as Exhibit 314 is a true and correct copy of a Notice of Discipline, dated January 18, 2018 bearing the Bates number CITY002820.

81. Attached hereto as Exhibit 315 is a true and correct copy of a Notice of Discipline, dated September 17, 2022 bearing the Bates number CITY002903.

82. Attached hereto as Exhibit 316 is a true and correct copy of a Notice of Discipline, dated September 17, 2022 bearing the Bates number CITY002905.

83. Attached hereto as Exhibit 317 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY002970.

84. Attached hereto as Exhibit 318 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY002982.

85. Attached hereto as Exhibit 319 is a true and correct copy of a Coaching Determination Letter, dated September 8, 2016 bearing the Bates number CITY002993.

86. Attached hereto as Exhibit 320 is a true and correct copy of a Coaching Determination Letter, dated September 8, 2016 bearing the Bates number CITY002994.

87. Attached hereto as Exhibit 321 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY002997.

88. Attached hereto as Exhibit 322 is a true and correct copy of a Coaching Memorandum, bearing the Bates number CITY003000.

89. Attached hereto as Exhibit 323 is a true and correct copy of a Notice of Suspension, dated November 8, 2013 bearing the Bates number CITY069491.

90. Attached hereto as Exhibit 324 is a true and correct copy of a Notice of Suspension, dated December 14, 2015 bearing the Bates number CITY069553.

91. Attached hereto as Exhibit 325 is a true and correct copy of a Notice of Suspension, dated October 24, 2016 bearing the Bates number CITY069560.

92. Attached hereto as Exhibit 326 is a true and correct copy of correspondence from Katherine Knudsen to Mary Zenzen regarding Plaintiff's MGDPA request, dated March 26, 2021 bearing the Bates number CITY071026.

93. Attached hereto as Exhibit 327 is a true and correct copy of correspondence from Katherine Knudsen to Mary Zenzen regarding Plaintiff's MGDPA request, dated March 26, 2021 bearing the Bates number CITY071028.

94. Attached hereto as Exhibit 328 is a true and correct copy of a Notice of Discipline and Training, dated December 9, 2019, that was received from the City of Minneapolis in response to a public data request bearing the Bates number DPA_008208.

95. Attached hereto as Exhibit 329 is a true and correct copy of the City's response to a separate MGDPA request, DR23_053873, by undersigned counsel bearing the Bates number DPA_08551.

96. Attached hereto as Exhibit 330 is a true and correct copy of a Decision and Award of Arbitration, dated December 30, 2015, resolving the grievance of Dante Dean bearing the Bates number FED001266.

97. Attached hereto as Exhibit 332 is a true and correct copy of a Letter of Reprimand, bearing the Bates number CITY002810.

98. Attached hereto as Exhibit 334 is a true and correct copy of email correspondence between counsel for the Plaintiff and Defendants regarding Defendants' designation of Amelia Huffman's testimony as Defendants' for purposes of Minn. R. Civ. P. 30.02(f).

99. Attached hereto as Exhibit 335 is a true and correct copy of correspondence dated August 7, 2023 from counsel for Defendants to the Court.

100. Attached hereto as Exhibit 336 is a true and correct copy of excerpts of Defendants' Responses to Plaintiff's First Set of Requests for Admission.

101. Attached hereto as Exhibit 337 is a true and correct copy of excerpts of Defendants' Supplemental Answers to Plaintiff's Interrogatories.

I declare under penalty of perjury that everything I have stated in this document is true and correct.

Executed this 29th day of May, 2024, in Hennepin County, Minnesota.

s/ Isabella Salomão Nascimento
Isabella Salomão Nascimento