

EF

EF

CM  
219-14

**ACKNOWLEDGMENT  
OF  
Special Order S13-047**

**Regarding Non-Public Data**

By signing this Acknowledgment\* I certify that I have read Special Order S13-047 and reviewed the specific Policy and Procedures listed in the Order. I further acknowledge that I am required to protect data in accordance with state and federal law and MPD policy and that the failure to do so may subject me to criminal charges as well as discipline, up to and including discharge.

This Acknowledgment supplements my receipt of the electronic version of the MPD Policy and Procedure Manual.

EMPLOYEE NAME: Don Ledman  
(please print)

EMPLOYEE SIGNATURE [Signature] Date: 12/13/13

BADGE/IDENTIFICATION NUMBER: 4062

SUPERVISOR'S NAME AND SIGNATURE: [Signature] Date: 12/13/13

Employees must sign in front of their supervisors. Supervisors must collect the signed forms and deliver them to their respective Inspector, Commander or Director.

\* Returning a signed acknowledgment form to your supervisor is mandatory.

\*Indicates required info

City of Minneapolis Human Resources Department  
250 South 4th Street, Room 100  
Minneapolis, MN 55415-1339

Filed By *CM*  
Date *3-18-13*

### Employee Job Change Form

*Employee ID Number:	004062	*Employee Name:	Ledman, Daniel Peter
*Effective date of Action:	12/30/12	*Action/Reasons:	Pay Rate Change Step Increase
*Are these changes permanent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date:	St. Entry 01/01/2013
*Is this a Detail?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Is this a Concurrent Job?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Dept Code:	Police Department - 4000000	*Location Code:	4000
		*Company Code:	MPL (City and MBC)
*Job Code/Job Title:	08170C Police Officer-C		
Position Number (if applicable):			

<b>REGULAR/TEMPORAY/SEASONAL STATUS</b>	<b>HOURS STATUS</b>
Regular	<input checked="" type="checkbox"/> Full-Time
	<input type="checkbox"/> Part-Time (enter hours per week):
	<input type="checkbox"/> Intermittent (enter approximate hrs per week):
<b>EMPLOYEE CLASS</b>	<b>CLASSIFIED INDICATOR</b>
Certified	Classified (City)
<b>PAY GROUP (if Detail use positive pay group for all records):</b>	<b>STANDARD HOURS PER WEEK (use 0 for details or intermittent):</b>
PDP Police Dept Positive Employee	40

Salary Adm Plan	Salary Grade	Current Step	New Step	Current Base Rate	New Base Rate
CPO		5	6	31,227	32,789

JOB EARNINGS DISTRIBUTION (Combo Code)						
Percent	Earn Code	Fund	Department	Task	Project	Activity
	REG					
	REG					
	REG					

<b>PROBATION</b>				<b>PROBATION END DATE</b>	<b>DATE LAST WORKED</b>
<input type="checkbox"/> None	<input type="checkbox"/> 3 Months	<input type="checkbox"/> 6 months	<input type="checkbox"/> 12 months	<input type="checkbox"/> Other	

Union Code	New Union Code	Officer Code	FICA Status
		<input type="checkbox"/> Non-Sworn <input checked="" type="checkbox"/> Sworn	

## 13.43 - Personnel Data

<b>Requires SEI (Statement of Economic Interest)</b>	<input type="checkbox"/> No <input type="checkbox"/> Yes
--	--

*Submitted By (type or print name below)	*Date - enter below
*Approved By (Signature of authorized department representative below)	*Date - enter below
<i>Norris</i>	<i>1-7-13</i>
*If Transfer (Signature of accepting department representative below)	*Date - enter below
*If Transfer or Voluntary Demotion (Employee Signature below)	*Date - enter below
*Entered into HRIS by (HRIS Representative Signature below)	*Date - enter below
<i>Norris</i>	<i>1/8/2013</i>

\*Indicates required info

City of Minneapolis Human Resources Department  
250 South 4th Street, Room 100  
Minneapolis, MN 55415-1339

Filed By CM  
Date 2/10/12

### Employee Job Change Form

*Employee ID Number:	004062	*Employee Name:	Ledman, Daniel
*Effective date of Action:	01/01/12	*Action/Reasons:	Pay Rate Change Step Increase
*Are these changes permanent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date:	
*Is this a Detail?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Is this a Concurrent Job?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
*Dept Code:	Police Department - 4000000	*Location Code:	4000
		*Company Code:	MPL (City and MBC)
*Job Code/Job Title:	08170C Police Officer-C		
Position Number (if applicable):			

<b>REGULAR/TEMPORARY/SEASONAL STATUS</b>	<b>HOURS STATUS</b>
Regular	<input checked="" type="checkbox"/> Full-Time
	<input type="checkbox"/> Part-Time (enter hours per week):
	<input type="checkbox"/> Intermittent (enter approximate hrs per week):
<b>EMPLOYEE CLASS</b>	<b>CLASSIFIED INDICATOR</b>
Certified	Classified (City)
<b>PAY GROUP</b> (if Detail use positive pay group for all records):	<b>STANDARD HOURS PER WEEK</b> (use 0 for details or intermittent):
PDE Police Dept Exception Employee	

Salary Adm Plan	Salary Grade	Current Step	New Step	Current Base Rate	New Base Rate
CPO		4	5	29.74	31.227

JOB EARNINGS DISTRIBUTION (Combo Code)						
Percent	Earn Code	Fund	Department	Task	Project	Activity
	REG					
	REG					
	REG					

<b>PROBATION</b>				<b>PROBATION END DATE</b>	<b>DATE LAST WORKED</b>
<input type="checkbox"/> None	<input type="checkbox"/> 3 Months	<input type="checkbox"/> 6 months	<input type="checkbox"/> 12 months	<input type="checkbox"/> Other	

<b>Union Code</b>	<b>New Union Code</b>	<b>Officer Code</b>	<b>FICA Status</b>
		<input type="checkbox"/> Non-Sworn <input checked="" type="checkbox"/> Sworn	

Requires SEI (Statement of Economic Interest)  No  Yes

*Submitted By (type or print name below)	*Date - enter below
*Approved By (Signature of authorized department representative below)	*Date - enter below
*If Transfer (Signature of accepting department representative below)	*Date - enter below
*If Transfer or Voluntary Demotion (Employee Signature below)	*Date - enter below
*Entered into HRIS by (HRIS Representative Signature below)	*Date - enter below

PT MAY 12 2008  
 CSF  
 Date 1513

## EMPLOYEE JOB CHANGE FORM

Employee ID Number <b>004062</b>		Employee Name <b>Ledman, Daniel P.</b>					
Effective Date of Action <b>3-30-08</b>		Action Code <b>Transfer</b>	Action Reason Code <b>Dif POSN Same Job Code</b>				
Are these changes permanent? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		If temporary, indicate expected end date					
Is this a Detail? <input type="checkbox"/> Yes <input type="checkbox"/> No							
Is this a Concurrent job? <input type="checkbox"/> Yes <input type="checkbox"/> No							
Dept. Code <b>4000000</b>		Location Code <b>4400</b>	Company Code <b>MPL</b>				
Job Code: <b>08170C</b>		Position Number (if applicable) <b>00000960</b>	Business Unit: <input checked="" type="checkbox"/> MPLMN <input type="checkbox"/> OTHER				
Job Title <b>Police Officer</b>							
<b>REGULAR/TEMPORARY/SEASONAL STATUS</b>							
<input type="checkbox"/> Regular (Permanent) <input type="checkbox"/> Temporary <input type="checkbox"/> Seasonal							
<b>HOURS STATUS</b>							
<input type="checkbox"/> Full Time		<input type="checkbox"/> Part Time Hours per week: _____					
<input type="checkbox"/> Intermittent Approximate hours per week: _____							
<b>EMPL-CLASS</b>		<b>REQUIRES SEI (Statement of Economic Interest)</b>					
<input type="checkbox"/> Certified (Civil Service)		<input type="checkbox"/> No <input type="checkbox"/> Yes					
<input type="checkbox"/> Appointed		<input type="checkbox"/> Uncertified Other					
<input type="checkbox"/> Elected		<input type="checkbox"/> Ancillary					
<b>CLASSIFIED INDICATOR</b>							
<input type="checkbox"/> Classified (City & Park)		<input type="checkbox"/> Concurrent Job					
<input type="checkbox"/> Detail		<input type="checkbox"/> Legislative Appointment					
<input type="checkbox"/> Permit		<input type="checkbox"/> Political Appointment					
<input type="checkbox"/> Dual Certification		<input type="checkbox"/> Unclassified					
<input type="checkbox"/> Grant Employee		<input type="checkbox"/> Temporary					
Pay Group <small>(If Detail Use same Pay Group as regular job)</small>	Standard Hours per Week <small>(If Detail or Intermittent use 0 (zero) hours)</small>	Salary Plan	Salary Grade				
Current Salary Step	New Salary Step	Current Compensation Rate \$	New Compensation Rate \$				
<b>JOB EARNINGS DISTRIBUTION</b>							
Percent	Earn Code	Fund (5)	Department (7)	Task (8)	Project (15 or Less)	Combo Code (35 or Less)	Activity (15 or Less)
	REG						
	REG						
Length of Probation: <input type="checkbox"/> None <input type="checkbox"/> 3 Months <input type="checkbox"/> 6 Month <input type="checkbox"/> 12 Month <input type="checkbox"/> Other							
Probation End Date:	Date Last Worked	Current Union Code	New Union Code <small>(If detail, enter Union Code for regular job)</small>	Officer Code <input type="checkbox"/> Non-Sworn <input type="checkbox"/> Sworn	FICA Status <input type="checkbox"/>		
Submitted By (Print Name):							

Approved By \_\_\_\_\_ Date \_\_\_\_\_  
(Signature of authorized department representative)

If Transfer \_\_\_\_\_ Date \_\_\_\_\_  
(Signature of accepting department representative)

If Transfer or Voluntary Demotion \_\_\_\_\_ Date \_\_\_\_\_  
(Employee Signature)

Entered into HRIS by: Hennretta Johnson Date 4-9-08



**Minnesota Board  
of Peace Officer  
Standards and Training**

1600 University Avenue, Suite 200  
St. Paul, MN 55104-3825  
(651) 643-3060 • Fax (651) 643-3072  
TDD (651) 297-2100

July 13, 2007

Officer Daniel Peter Ledman  
Minneapolis Police Dept.  
350 South 5th Street, Room 130  
Minneapolis, MN 55415

Dear Officer Ledman:

Congratulations on completing all of the requirements to be licensed as a peace officer in Minnesota. Your license certificate and wallet-sized identification card are enclosed.

You will be required to renew your license on June 30, 2008. At that time, you will need to have completed 16 hours of continuing education and pay the required renewal fee. Your subsequent renewals will require completing 48 hours of continuing education every three years and paying the renewal fee.

If you have any questions regarding the renewal process, please contact Dan Glass at 651-643-3060.

Best wishes for a successful law enforcement career.

Sincerely,

A handwritten signature in cursive script that reads "Neil W. Melton".

Neil W. Melton  
Executive Director

NWM:ses

Enclosures

AN EQUAL OPPORTUNITY EMPLOYER

1000785

— *State of Minnesota* —

**Board of Peace Officer Standards & Training**

hereby awards this license to

***Daniel Peter Ledman***

*having fulfilled all requirements for licensure as a Peace Officer  
pursuant to Minnesota Statute.*

*W. A. Montoy*  
\_\_\_\_\_  
CHAIR OF THE BOARD

*Neil W. Melton*  
\_\_\_\_\_  
EXECUTIVE DIRECTOR

**June 27, 2007**

\_\_\_\_\_  
DATE OF ISSUE

**MINNESOTA BOARD OF PEACE OFFICER  
STANDARDS AND TRAINING**

***HAS ISSUED***

**PEACE OFFICER LICENSE**

***To:***

**DANIEL PETER LEDMAN**

**LICENSE NUMBER**

**19385**

**EFFECTIVE DATE**

**6/27/2007**

**EXPIRATION DATE**

**6/30/2008**

IS-00106-01

**MINNESOTA BOARD OF PEACE OFFICER  
STANDARDS AND TRAINING**

***HAS ISSUED***

**PEACE OFFICER LICENSE**

***To:***

**DANIEL PETER LEDMAN**

**LICENSE NUMBER**

**19385**

**EFFECTIVE DATE**

**6/27/2007**

**EXPIRATION DATE**

**6/30/2008**

**2711**

**MINNEAPOLIS POLICE DEPT.**



**Minnesota Board  
of Peace Officer  
Standards and Training**

1600 University Avenue, Suite 200  
St. Paul, MN 55104-3825  
(651) 643-3060 • Fax (651) 643-3072  
TDD (651) 297-2100

June 20, 2007

Filed By	CM
CSF	
Date	1-5-13

DANIEL PETER LEDMAN

**13.43 - Personnel Data**

Dear DANIEL LEDMAN:

Congratulations! On June 20, 2007, you passed *the Minnesota Peace Officer Licensing Examination* and have now completed the POST Board's examination requirements. Your eligibility for licensure is valid for three years.

DO NOT DISCARD THIS LETTER. You may make copies of this letter as needed. This letter will serve as verification that you have passed the *Peace Officer Licensing Examination* and are "eligible to be licensed." This status will expire on June 20, 2010. If you are not licensed before that date, eligibility may be reinstated by reexamination.

In order to be licensed, you must be appointed as a peace officer by a law enforcement agency and meet statewide minimum selection standards. Minimum selection standards require that an applicant for license 1) be a U.S. citizen; 2) possess a valid driver's license; 3) submit to a background search by the appointing authority; 4) undergo a physical examination; 5) undergo a psychological examination; 6) pass a job-related physical agility examination; and 7) successfully complete an oral examination.

A \$90 fee is due at the time of appointment.

If you have any questions about these procedures, please call the POST Board at 651-643-3060.

Sincerely,

A handwritten signature in black ink, appearing to read "Daniel B. Glass".

Daniel B. Glass  
Licensing and Testing Coordinator



## EMPLOYEE JOB CHANGE FORM

Employee ID Number <b>004062</b>		Employee Name <b>Daniel P Ledman</b>						
Effective Date of Action <b>6-24-07</b>		Action Code <b>Promotion</b>	Action Reason Code <b>CSC</b>					
Are these changes permanent?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	If temporary, indicate expected end date						
Is this a Detail?	<input type="checkbox"/> Yes <input type="checkbox"/> No							
Is this an additional part-time job?	<input type="checkbox"/> Yes <input type="checkbox"/> No							
Dept. Code <b>MPLS400</b>		Location Code <b>C4000</b>	Company Code <b>MPL</b>					
Job Code: <b>08170C</b>		Position Number (if applicable)						
Job Title <b>POLICE OFFICER</b>								
<b>REGULAR/TEMPORARY/SEASONAL STATUS</b>								
<input checked="" type="checkbox"/> Regular (Permanent) <input type="checkbox"/> Temporary <input type="checkbox"/> Seasonal								
<b>HOURS STATUS</b>								
<input checked="" type="checkbox"/> Full Time		<input type="checkbox"/> Part Time	<input type="checkbox"/> Intermittent					
Hours per week: _____		Approximate hours per week: _____						
<b>EMPL-CLASS</b>		<b>REQUIRES SEI (Statement of Economic Interest)</b>						
<input checked="" type="checkbox"/> Certified (Civil Service)		<input type="checkbox"/> No <input type="checkbox"/> Yes						
<input type="checkbox"/> Appointed								
<input type="checkbox"/> Elected								
<input type="checkbox"/> Uncertified Other								
<input type="checkbox"/> Ancillary								
<b>CLASSIFIED INDICATOR</b>								
<input checked="" type="checkbox"/> Classified (City, Park & Library)		<input type="checkbox"/> Grant Employee						
<input type="checkbox"/> Detail		<input type="checkbox"/> Temporary						
<input type="checkbox"/> Permit		<input type="checkbox"/> Political Appointment						
<input type="checkbox"/> Concurrent Job		<input type="checkbox"/> Unclassified						
<input type="checkbox"/> Legislative Appointment								
<input type="checkbox"/> Political Appointment								
Pay Group (If Detail Use same Pay Group as regular job)	Standard Hours per Week (If Detail or Intermittent use 0 (zero) hours)	Salary Plan	Salary Grade					
<b>PDE</b>	<b>40</b>	<b>CPO</b>	<b>01</b>					
Current Salary Step	New Salary Step	Current Compensation Rate	New Compensation Rate					
<b>1</b>	<b>1</b>	<b>\$ 17.302</b>	<b>\$ 21.485</b>					
<b>JOB EARNINGS DISTRIBUTION</b>								
Percent	Earn Code	Fund	Agency	Org	Sub Org	Activity	Report Category	Job/Project
<b>100</b>	<b>REG</b>	<b>0100</b>	<b>400</b>	<b>P500</b>				
	<b>REG</b>							
<b>Length of Probation</b>								
<input type="checkbox"/> None <input type="checkbox"/> 3 Months <input type="checkbox"/> 6 Month <input checked="" type="checkbox"/> 12 Month <input type="checkbox"/> Other								
Probation End Date:	Date Last Worked	Current Union Code	New Union Code (If detail, enter Union Code for regular job)	Officer Code <input type="checkbox"/> Non-Sworn <input checked="" type="checkbox"/> Sworn	FICA Status			
<b>6-24-08</b>		<b>CAF</b>	<b>CPO</b>		13.43			
Date of Last Performance Review: ____/____/____			Submitted By (Print Name): _____					
If not known, review is scheduled for: ____/____/____								

Approved By

Bertha M. Dabrish  
 (Signature of authorized department representative)

7-3-07  
 Date

If Transfer

\_\_\_\_\_  
 (Signature of accepting department representative)

\_\_\_\_\_  
 Date

If Transfer or  
 Voluntary  
 Demotion

\_\_\_\_\_  
 (Employee Signature)

\_\_\_\_\_  
 Date

Entered into HRIS by: Hennetta Vignor Date 7-2-07

jobchg.doc revised 07/2006

Distribution: White: Central Human Resources (Room 100 Public Service Center) Yellow: Department

## Electronic Communication Policy

### Employee Acknowledgement

I have received an electronic or paper copy of,  
or reviewed the CityTalk version of

the revised City's Electronic Communication Policy

approved by the Council on September 2, 2005

and effective September 10, 2005.

I understand that I am accountable for knowing and abiding by the Electronic Communication Policy and that I will be held accountable for abiding by this policy and its procedures. I understand how to access the online version of the Electronic Communication Policy in the CityTalk Policy Library.\*

*(\*If you do not understand how to access the online Policy Library, see your immediate supervisor for training until you are able to successfully access the Library.)*

I understand that this receipt is filed with my personnel records

Signature *Jane Johnson*

Employee # 004062

Date 01-08-07

**ELECTRONIC VERSION OF THE MPD  
POLICY & PROCEDURE MANUAL**

I understand that I am accountable for knowing and abiding by all policies and procedures contained within the Minneapolis Policy and Procedure Manual and that I will be held accountable for abiding by the policies and procedures contained therein.

I have read the instructions and understand how to access the online electronic version of the Minneapolis Police Department Policy and Procedure Manual.

*\*\*If you do not understand how to access the online manual, see your immediate supervisor for training until you are able to successfully access the online manual.\*\**

NAME: Daniel Peter Ledman  
(please print)

SIGNED: *Dan Ledman*

BADGE/EMPLOYEE #: 004062

DATE: 01-08-07

**SIGNATURE AND RETURN OF THIS RECEIPT IS MANDATORY**



**Minneapolis**  
City of Lakes

**Police Department**

Timothy J. Dolan  
Chief of Police

350 South 5th Street - Room 130  
Minneapolis MN 55415-1389

Office 612 673-2853  
TTY 612 673-2157

**All MPD Personnel:**

**RE: Important Message Concerning Email**

This is a reminder that email privileges are governed by the City of Minneapolis Electronic Communication Policy. The Policy is located on the Intranet at <http://insite/>. Electronic communications are public data and must reflect a positive, professional image of the City of Minneapolis

The policy covers all electronic communications, including the City's email, Internal, Intranet and Web Site. Every person who was given or has gained access to the City's computer system is responsible for adhering to City standards when electronic communications are sent, received, forwarded, saved or otherwise disseminated. Any one who uses this system in a manner that is not consistent with City policies may be subject to disciplinary action, up to and including termination.

Employees are prohibited from intentionally viewing, sending or disseminating inappropriate email materials, including harassing, threatening or obscene materials (any materials with ANY sexual connotation). You are encouraged to advise anyone who sends or disseminates such inappropriate materials to stop from doing so. If you view such materials or receive such materials from a City employee, vendor, volunteer or other agent of the City, report it to your immediate supervisor, the Human Resources Generalist, or the Minneapolis Police Department's Internal Affairs Unit. Do not delete the information from your computer until appropriate authorities have had an opportunity to retrieve the information for their investigation. Employee email and/or electronic files may be audited in an attempt to determine if the policy is being violated.

Sincerely,

Timothy J. Dolan

Name Daniel Peter Ledman Employee Number 004062  
(Printed)

Signature  Date 01-08-07  
(Acknowledging Receipt)



## POLICE CADET TUITION LOAN AGREEMENT

THIS AGREEMENT entered into this 8<sup>th</sup> day of January 8<sup>th</sup> 2007, by and between the City of Minneapolis (hereinafter called the "City") and Daniel Peter Ledman (hereinafter called "Cadet").

WHEREAS, the City is in need of Police Officer Standards and Training ( POST) Board certified people to become Police Officers in the City of Minneapolis Police Department; and

WHEREAS, the City is willing to assist people to become POST Board certified and to become Police Officers in the Minneapolis Police Department by loaning them money and providing education and training to interested and qualified candidates; and

WHEREAS, the City is willing to reimburse candidates for Police Officer for the costs of the education and training if the candidates after being hired as Minneapolis Police Officers remain with the City as Police Officers for two complete years; and

WHEREAS, if candidate for Police Officer fails to complete two full years of service with the City after being successfully educated and trained to become a Police Officer by the City, the candidate shall be required to reimburse the City for some or all of his/her tuition as provided herein.

NOW, THEREFORE, the parties hereto do mutually agree as follows:

1. The fair and reasonable cost and market value of the tuition portion of the Police Cadet education and training program is \$7,600.00.
2. The City agrees to lend \$7,600.00 to Cadet to cover the costs of tuition. Cadet agrees to borrow \$7,600.00 from the City to pay for the costs of tuition.
3. For every month of full time service as a Minneapolis Police Officer that Cadet completes, the \$7,600.00 loan shall be reduced by \$317.00. At the end of two full years of service as a Minneapolis Police Officer, the entire \$7,600.00 loan shall be considered satisfied and paid in full. However, if Cadet leaves the Minneapolis Police Department prior to serving two full years as a Police Officer, Cadet shall immediately pay to the City the entire balance owing on the loan.
4. Any police Cadet or Police Officer who is involuntarily terminated from the program or from employment shall be excused from repayment of any outstanding loan balance.
5. Cadet agrees that once the Police Cadet Program has been completed he or she may advance to the position of Police Officer for City or be terminated.

January 8<sup>th</sup>, 2007

Daniel Ledman  
Police Cadet

CITY OF MINNEAPOLIS

Lt Swedel  
Professional Development Lieutenant

Sgt. M. Clark  
Police Cadet Sergeant



**Minneapolis**  
City of Lakes

**Police Department**

Timothy J. Dolan  
Chief of Police

January 5, 2007

350 South 5th Street – Room 130  
Minneapolis MN 55415-1389

Office 612 673-2853  
TTY 612 673-2157

Daniel Ledman

**13.43 - Personnel Data**

Dear Daniel,

Congratulations! I am pleased to give you a final job offer for the position of Police Cadet with the Minneapolis Police Department.

Your first day in our Police Cadet Academy will be Monday, January 8, 2007. Please report to the Minneapolis Police Academy, in the Marine Corps Reserve Center, Fort Snelling, 6400 Bloomington Road at 0800 hours dressed in business attire. Please bring one form of picture ID (ie., Driver's License, Military ID card), a second form of ID (i.e. social security card, passport, birth certificate) and your checkbook to the first day of the Academy. Any questions about the Police Cadet Academy can be directed to Sergeant Matt Clark at (612) 726-1081.

The City will provide you will health, dental, and life insurance on the same cost distribution basis as for all other City of Minneapolis employees. Know that eligibility for health care coverage occurs the first day of the full month following 30 days of employment.

Probationary Period: You will serve an initial probationary period as a Police Cadet until you advance to the position of Police Recruit/Officer. At that time, you will begin a one-year probationary period. The primary objectives of the probationary periods are training and evaluation of your job performance. You shall also receive ongoing informal review and feedback of your performance.

We look forward to you joining our organization. If you have any questions prior to your start date, please contact Irene Ghatt at (612) 673-3427.

Sincerely,

Sharon J. Lubinski  
Assistant Chief  
Minneapolis Police Department



www.ci.minneapolis.mn.us  
Affirmative Action Employer

OCT 23 2007

**HIRE FORM**

HIRE DATE (Start Date)  
 01-08-07  
 Please read the Notice of Your Rights as a Subject of Data, which is either attached to or printed on the back of this form.

**PERSONAL INFORMATION** PATH: Administer Workforce/Administer Workforce US/Use Hire

Last Name: Ledman  
 First Name: Daniel  
 Middle Name: Peter  
 Apartment Number: 13.43 - Personnel Data  
 Street Address: 13.43 - Personnel Data  
 City: 13.43 - Personnel Data  
 State: 13.43 - Personnel Data  
 Zip Code: 13.43 - Personnel Data  
 Phones (Include Area Code): 13.43 - Personnel Data  
 Marital Status: 13.43 - Personnel Data  
 Gender: 13.43 - Personnel Data  
 Social Security Number: 13.43 - Personnel Data  
 Employee ID: 13.43 - Personnel Data  
 Date of Birth: 13.43 - Personnel Data  
 I-9 Verification Document(s): 13.43 - Personnel Data

**JOB INFORMATION** Path: Administer Workforce/Administer Workforce US/Use Hire/Job Data/Work Location...

Is this a Permanent Hire?  Yes  No  
 If temporary, indicate expected end date: N/A  
 Position Number: 00007435  
 Department: MPLS400  
 Location: C4000  
 Job Code: 08080C  
 Job Title: Police Cadet-C  
 Regular/Temporary/Seasonal Status  
 Regular (Permanent)  Temporary  Seasonal  
 Hours Status  
 Full Time  Part Time  Intermittent  
 Officer Code  
 Non-Sworn  Sworn (Fire & Police only)  
 Empl Class  
 Certified (Civil Service)  Appointed  Ancillary  
 Uncertified Other  Charter Department Head  
 Outside Trades  Elected  
 Standard Hours/Week: 40  
 FICA Status: 13.43 - Personnel Data  
 Union Code: CAF  
 Classified Indicator  
 Classified (City, Park & Library)  Grant Employee  
 Legislative Appointment  Permit  
 Political Appointment  Temporary (Non-Permit)  
 Unclassified  
 Pay Group: PDE  
 Salary Plan: CAF  
 Salary Grade: 121  
 Salary Step: 11  
 Compensation Rate: \$ 15.944 XX

**JOB EARNINGS DISTRIBUTION**

Percent	Earn Code	Fund	Agency	Org	Sub Org	Activity	Report Category	Job / Project
100	REG	0100	400	B111				
	REG							

Length of Probation  
 None  3 Month  6 Month  12 Month  Other

Tax Withholding (From W-4)  
 Fed Status: 13.43 - Personnel Data  
 Fed Withholding: 13.43 - Personnel Data  
 State Status: 13.43 - Personnel Data  
 State Withholding Allowances: 13.43 - Personnel Data

Approved by: \_\_\_\_\_ Date: \_\_\_\_\_ Entered in HRIS By: J. G. [Signature] Date: 1/12/07

**NOTICE TO NEW HIRES: YOUR RIGHTS AS A SUBJECT OF DATA  
(PLEASE READ THIS IMPORTANT INFORMATION)****YOUR RIGHTS AS A SUBJECT OF DATA**

In accordance with the Minnesota Government Data Practices Act we must inform you of your rights as a subject of data.

Some of the information required on the attached Hire Form is classified as private data under the Government Data Practices Act. We need this information in order to process your payroll and benefits and to maintain employment records as required by the City Charter.

Social Security Number is required as an identifier for payroll processing, tax withholding and reporting, processing benefits to which you are entitled, and maintaining employment history records as mandated by the City Charter and other laws. Your address is required so that your paycheck or direct deposit notice can be mailed to you. Your home phone number may be used to contact you if necessary. Your Date of Birth is required for Benefits and pension administration. Emergency Contact information is requested (but not required) to allow us to quickly contact the person(s) you designate in case of an emergency. Your Driver's License information may be required if you will be driving City vehicles.

Race, sex, age, and disability data are used in summary form to monitor protected class employment and to meet federal, state and local reporting requirements.

If you choose to withhold essential data (other than race, sex, age, disability, phone numbers or emergency contacts) we may not be able to process your hire.

The data we collect about you is classified as either **PUBLIC** or **PRIVATE**. "Public" means that it is available to anyone who asks to see it. "Private" means that the data is only available to the person the information is about (you) and to staff who must see it in the normal course of conducting City of Minneapolis business, and as otherwise provided for by law. Data collected on, or in response to, your hire that is classified "Private" may be used by City of Minneapolis Human Resources and supervisory personnel who require access to the information in order to perform their job functions. It may be shared with a labor union, if applicable, with the Public Employee Retirement Association (PERA) or other organizations at your request. It may also be shared as required by current or future laws.

The following data which the City of Minneapolis collects on you as an employee is "Public":

Name, actual gross salary, salary range, contract fees, actual gross pension, the value and nature of employer-paid fringe benefits, the basis for and amount of any added compensation (such as, expense reimbursements), job title, job description, your education and training background, previous work experience, the dates of first and last employment, your work location, work phone number, badge number, honors and awards received, the City and County of your residence, payroll timesheets and other comparable data used only to account for your work time for payroll purposes (except to the extent that release of timesheet data would reveal the reasons for your use of sick leave, medical leave or other non-public data). Any information collected that is not classified as public (see above) is considered non-public, private or confidential. Some information regarding disciplinary actions is public depending on the status and results of the situation. When requests are received regarding disciplinary actions, City staff contacts the City Attorney's office for clarification of what information is public.

Be advised, any information you provide as an applicant or employee during your service with the City of Minneapolis, may be used by the City for a variety of purposes under human resources rules, collective bargaining agreements or as required by law. This includes, but is not limited to, performance appraisals and discipline.

If you have any questions regarding your rights as a subject of data please contact:

Minneapolis Human Resources Department  
Public Service Center  
250 South Fourth Street  
Suite 100  
Minneapolis, Minnesota 55415-1339



## Hire Form - Part 2 (Supplemental Information)

Employee ID or Social Security Number <i>004062</i>	Employee Name <i>Ledman, Daniel</i>	Hire Date (Start Date) <i>01-08-07</i>
MAILING ADDRESS (If different from home address (Optional)) Panel: Administer Workforce US/ Use Personal Data/Name/Address		
Street Address	Apt #	City
		State
		Zip
ADDITIONAL OR FORMER NAME (Optional) Panel: Administer Workforce/Administer Workforce US/ Use Names		
Name Type (such as "Preferred," "Maiden," "Former", "Legal", etc.)	Name Part: <input type="checkbox"/> Full <input type="checkbox"/> Last <input type="checkbox"/> First	Name
EMERGENCY CONTACT - PRIMARY Panel: Administer Workforce US/Use Emergency Contacts		
13.43 - Personnel Data		
ENTERED IN HRIS BY <i>L. GARD</i>	DATE ENTERED: <i>1/12/07</i>	PHONE: <i>X 3427</i>

Distribution: White - Central Human Resources (Room 100 Public Service Ctr); Yellow - Department

Pink - Employee

Hireform.doc Revised 1/14/00

**NOTICE TO NEW HIRES: YOUR RIGHTS AS A SUBJECT OF DATA  
(PLEASE READ THIS IMPORTANT INFORMATION)**

**YOUR RIGHTS AS A SUBJECT OF DATA**

In accordance with the Minnesota Government Data Practices Act we must inform you of your rights as a subject of data.

Some of the information required on the attached Hire Form is classified as private data under the Government Data Practices Act. We need this information in order to process your payroll and benefits and to maintain employment records as required by the City Charter.

Social Security Number is required as an identifier for payroll processing, tax withholding and reporting, processing benefits to which you are entitled, and maintaining employment history records as mandated by the City Charter and other laws. Your address is required so that your paycheck or direct deposit notice can be mailed to you. Your home phone number may be used to contact you if necessary. Your Date of Birth is required for Benefits and pension administration. Emergency Contact information is requested (but not required) to allow us to quickly contact the person(s) you designate in case of an emergency. Your Driver's License information may be required if you will be driving City vehicles.

Race, sex, age, and disability data are used in summary form to monitor protected class employment and to meet federal, state and local reporting requirements.

If you choose to withhold essential data (other than race, sex, age, disability, phone numbers or emergency contacts) we may not be able to process your hire.

The data we collect about you is classified as either **PUBLIC** or **PRIVATE**. "Public" means that it is available to anyone who asks to see it. "Private" means that the data is only available to the person the information is about (you) and to staff who must see it in the normal course of conducting City of Minneapolis business, and as otherwise provided for by law. Data collected on, or in response to, your hire that is classified "Private" may be used by City of Minneapolis Human Resources and supervisory personnel who require access to the information in order to perform their job functions. It may be shared with a labor union, if applicable, with the Public Employee Retirement Association (PERA) or other organizations at your request. It may also be shared as required by current or future laws.

The following data which the City of Minneapolis collects on you as an employee is "Public":

Name, actual gross salary, salary range, contract fees, actual gross pension, the value and nature of employer-paid fringe benefits, the basis for and amount of any added compensation (such as, expense reimbursements), job title, job description, your education and training background, previous work experience, the dates of first and last employment, your work location, work phone number, badge number, honors and awards received, the City and County of your residence, payroll timesheets and other comparable data used only to account for your work time for payroll purposes (except to the extent that release of timesheet data would reveal the reasons for your use of sick leave, medical leave or other non-public data). Any information collected that is not classified as public (see above) is considered non-public, private or confidential. Some information regarding disciplinary actions is public depending on the status and results of the situation. When requests are received regarding disciplinary actions, City staff contacts the City Attorney's office for clarification of what information is public.

Be advised, any information you provide as an applicant or employee during your service with the City of Minneapolis, may be used by the City for a variety of purposes under human resources rules, collective bargaining agreements or as required by law. This includes, but is not limited to, performance appraisals and discipline.

If you have any questions regarding your rights as a subject of data please contact:

Minneapolis Human Resources Department  
Public Service Center  
250 South Fourth Street  
Suite 100  
Minneapolis, Minnesota 55415-1339

INFORMATION SHEET

13.43 - Personnel Data

NAME: Ledman Daniel Peter EMPLOYEE NUMBER: 004062  
LAST FIRST MIDDLENAME

RANK/TITLE: POLICE CADET HIRE DATE: JANUARY 8, 2007

ASSIGNMENT: CADET ACADEMY RACE: **13.43** SEX: **13.43**

ADDRESS: **13.43 - Personnel Data**

CITY: **13.43 - Personnel Data** STATE: **13.43** ZIP: **13.43** PHONE: **13.43 - Personnel Data**

DATE OF BIRTH: **13.43 - Personnel Data** AGE: **13.43** SOCIAL SECURITY NUMBER: **13.43 - Personnel Data**

DRIVERS LICENSE NUMBER: **13.43 - Personnel Data**

NAME OF COLLEGE ATTENDED: Carthage College (Kenosha, WI)

MAJOR: Criminal Justice DEGREE: B.A. Criminal Justice

LANGUAGES (OTHER THAN ENGLISH):

LANGUAGE:	NATIVE LANGUAGE	ABLE TO TRANSLATE	PROFICIENCY												
<u>No</u>	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<table border="1"> <tr><td>LOW</td><td>MED</td><td>HIGH</td></tr> <tr><td>SPEAK</td><td></td><td></td></tr> <tr><td>READ</td><td></td><td></td></tr> <tr><td>WRITE</td><td></td><td></td></tr> </table>	LOW	MED	HIGH	SPEAK			READ			WRITE		
LOW	MED	HIGH													
SPEAK															
READ															
WRITE															

LANGUAGE:	NATIVE LANGUAGE	ABLE TO TRANSLATE	PROFICIENCY												
<u>No</u>	<input type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input type="checkbox"/> NO	<table border="1"> <tr><td>LOW</td><td>MED</td><td>HIGH</td></tr> <tr><td>SPEAK</td><td></td><td></td></tr> <tr><td>READ</td><td></td><td></td></tr> <tr><td>WRITE</td><td></td><td></td></tr> </table>	LOW	MED	HIGH	SPEAK			READ			WRITE		
LOW	MED	HIGH													
SPEAK															
READ															
WRITE															

Filed By CM  
CSF  
Date 1-15-13

N.F. 9/10

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Daniel Ledman EMP ID: 004062 Empl Rcd #: 0

Work Location Find First 2 of 2

HR Status: Active Payroll Status: Active  
\*Effective Date: 01/08/2007 Sequence: 0 \*Job Indicator Primary Job  
Action / Reason: Hire New Hire - Regular

Last Start Date: 01/08/2007 Termination Date:

Expected Job End Date

Position Number: 00007435 Police Cadet-C Position Entry Date: 01/08/2007  
Override Position Data Position Management Record

Regulatory Region: USA United States

Company: MPL City of Minneapolis

Business Unit: MPLMN Minneapolis MN

Department: MPLS400 Police Department Department Entry Date: 01/08/2007

Location: C4000 Police

Establishment ID: MPLS City of Minneapolis

Date Created: 01/12/2007

Job Data | Employment Data | Earnings Distribution | Benefits Program Participation | Classification Hou

Save | Return to Search | Notify | Previous tab | Next tab | Refresh | Update/Display | Include History

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

BA - Criminal Justice

Filed By: CSF CM  
Date: 11-13

8334

OCT 23 2007

# City of Minneapolis Application For Employment

JUN 1 2007

minneapolis  
City of Lakes  
An Equal Opportunity Employer

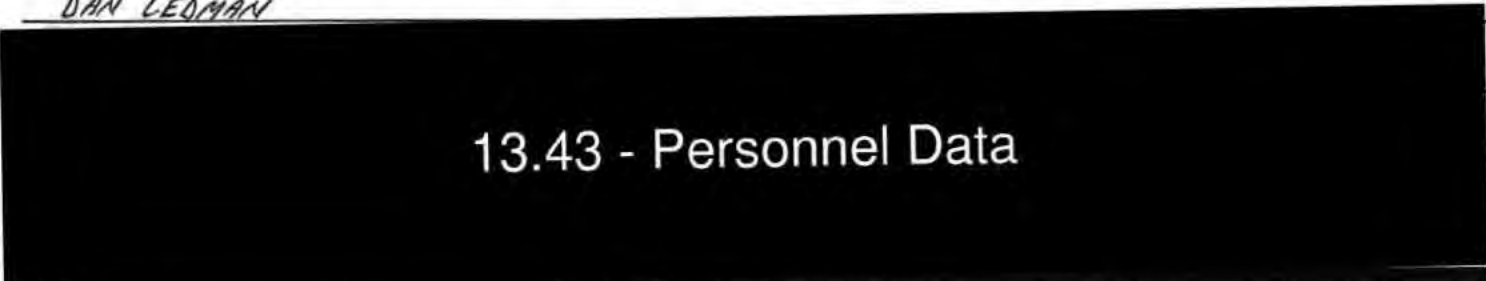
## IMPORTANT EMPLOYMENT APPLICATION INSTRUCTIONS - PLEASE READ

1. Read the Job Announcement carefully to be sure that you meet ALL of the requirements.
2. Your application must be filled out completely (including supplements). Incomplete applications may disqualify you from further consideration.
3. Do not state "see resume" when asked to describe your responsibilities and experience. Your qualifications will be evaluated based on information provided on the application materials.
4. Be sure to include proof of education, licenses, certificates, training and veteran's eligibility (if required). Originals need not be submitted.
5. If you choose to apply on-line at the City of Minneapolis website, email or fax supporting documents to (612) 673-2508 or (612) 673-3353.

Last Name: LEDMAN First Name: DANIEL Middle Name: PETER

Social Security Number (optional): 13.43 - Personnel Data City Employee Number (if current employee): -

Would you, in any of your education or experience, be known under another name?  No  Yes If yes, under what name(s)? DAN LEDMAN



## 13.43 - Personnel Data

Job Title: Police Cadet Exam Number (list all open positions for which you are qualified and would like to be considered): 001201

Job Title: \_\_\_\_\_ Exam Number: \_\_\_\_\_

Job Title: \_\_\_\_\_ Exam Number: \_\_\_\_\_

### REFERRAL SOURCE: Where did you learn that this position was open for application? Please check one referral source.

- City Department or Employee (which one?)
- Newspaper (which one?)  Other media (which one?)
- Job Fair  Hotline  Walk-in  City of Mpls Internet
- Community Agency (which one?)  Other Internet Website (which one?)
- School/University/College (name of educational facility)  Any other:

### PREVIOUS EMPLOYMENT: Have you ever been employed by any of these organizations? Please check all that apply.

- City of Minneapolis Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_
- Minneapolis Park Board Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_
- Minneapolis Public Library Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

RETURN TO: Minneapolis Human Resources, Public Service Center, 250 S 4th St., Room 100, Minneapolis, MN 55415-1339 Fax (612) 673-2508/3353

ORIG

11

# EMPLOYMENT HISTORY

## LIST YOUR EMPLOYMENT HISTORY FOR THE LAST 7 YEARS BEGINNING WITH YOUR MOST RECENT EMPLOYMENT

Do not state "see resume" when asked to describe your responsibilities and experience. Your qualifications will be evaluated based on information provided on the application materials.

If you are currently working, may we contact your current employer?  YES  NO

Current or Most Recent Employer	Start Date (mm/dd/yy)	End Date (mm/dd/yy)
Wackenhut - Xcel Energy Security Operations Center	02-22-06	to Current
Address 414 Nicollet Mall		
City Minneapolis		
State MN		
Zip 55401		
Phone Number (612) 330-7842		
Your Job Title Central Station Operator (CSO)		
Average Hours Worked Per Week: 40		
Reason for Leaving		

### 13.43 - Personnel Data

Please provide a brief description of your specific job duties

Monitor and assist with any situations pertaining to XcelEnergy (throughout the country) - Emergency situations, thefts, alarm handling, access control, report writing, etc.

Employer	Start Date (mm/dd/yy)	End Date (mm/dd/yy)
American Commercial security services (ACSS)	06-12-04	to 02-15-06
Address 771 Harding Street NE		
City Minneapolis		
State MN		
Zip 55413		
Phone Number (612) 331-4303		
Your Job Title Site Supervisor - Security		
Average Hours Worked Per Week: 40		
Reason for Leaving		

### 13.43 - Personnel Data

Please provide a brief description of your specific job duties

1st Shift Supervisor - Duties consisted of supervising and training security officers at class-A buildings, performing routine patrols and daily reports, assisting building management, guests, tenants, and the general public with various needs, requests and emergencies.

Employer	Start Date (mm/dd/yy)	End Date (mm/dd/yy)
Marshall Field's	09-01-02	03-15-04
Address 411 Cedar Street		
City St. Paul		
State MN		
Zip 55102		
Phone Number (651) 292-5222		
Your Job Title Asset Protection Investigator		
Average Hours Worked Per Week: 40		
Reason for Leaving		

### 13.43 - Personnel Data

Please provide a brief description of your specific job duties

Conducted external and internal investigations and apprehensions along with continuing store safety and security measures.

# ADDITIONAL INFORMATION

## EDUCATION:

What is the highest level of education you have attained?

Degree B.A. Criminal Justice Graduated  YES  NO If no, year expected to graduate May of 2002  
 Major/Course of Study \_\_\_\_\_ School Carthage College in Kenosha, WI 53140

Degree \_\_\_\_\_ Graduated  YES  NO If no, year expected to graduate \_\_\_\_\_  
 Major/Course of Study \_\_\_\_\_ School \_\_\_\_\_

## TRAINING: List any additional training you have received in the last seven years.

---



---



---

## LICENSES & CERTIFICATES: List your licenses or certificates. Include 1) issue date 2) license number, 3) issuing organization, 4) expiration date, 5) state in which it was issued. If license or certificate is required for this position, please provide a legible photocopy with your application materials.

---



---



---

## LANGUAGE SKILLS

Please indicate your proficiency in English and whether it is your primary language. If you are multilingual, please list the additional language(s) that you are able to translate, speak, read and/or write. (The hiring department may request a test to verify this information.)

Language: English Is English your primary language?  Yes  No  
 Speak:  High  Moderate  Low  
 Read:  High  Moderate  Low  
 Write:  High  Moderate  Low

Other Language: \_\_\_\_\_ Able to Translate to English  YES  NO

Speak:  High  Moderate  Low  
 Read:  High  Moderate  Low  
 Write:  High  Moderate  Low

If you have additional languages, please describe and give level of proficiency:

## COMMENTS (Additional application information you would like to provide)

*Note: Unofficial Transcripts are included with application (Required for job posting)*

---



---



---



---

## CONVICTIONS

If you have been convicted of any violations, list all convictions (other than parking tickets) within the last 7 years. Do not list juvenile (under 18 years of age) convictions unless you were tried as an adult. The City of Minneapolis does not automatically reject applicants who have conviction records.

Month/Day/Year

## 13.43 - Personnel Data

### IMPORTANT INFORMATION - READ THE FOLLOWING STATEMENTS CAREFULLY AND BE SURE TO SIGN THIS APPLICATION

1. I certify that all the information I have provided on this application is true and complete to the best of my knowledge. I understand that giving false information or omitting requested information could result in rejection of my application or dismissal if I am hired.
2. I authorize the City of Minneapolis to verify this information to determine whether or not I am qualified for positions for which I am applying.
3. I hereby authorize all current and previous employers to release job-related information upon the request of the City of Minneapolis.

  
Signature

*Daniel Peter Ledman*  
Printed Name

*06-01-06*  
Date

### DO NOT WRITE IN THIS SECTION - FOR HR USE ONLY

HRIS User Initials

*I.G.*

Date Data Entered

*6/4/06*

Additional applicant information:

RETURN TO: Minneapolis Human Resources, Public Service Center, 250 S 4th St., Room 100, Minneapolis, MN 55415-1339 Fax (612) 673-2508/3353



Job Code: 08080C - Police Cadet-C

Filed By CM  
CSF  
Date 1-15-13

APPLICANT PERSONAL DATA

Applicant ID:  
Name:  
Applicant Status:  
Application Date:

[Redacted]  
Ledman, Daniel Peter

13.43 - Personnel Data

APPLICANT CONTACT DATA

Address:

Phone Number(s): Business  
Home  
Email Address(es): Business

13.43 - Personnel Data

APPLICANT PRIOR EMPLOYMENT

The applicant did not provide employment history.

APPLICANT EDUCATION INFORMATION

Highest Education Level: G-Bachelor's Level Degree

The applicant did not provide education information.

APPLICANT TRAINING COURSES

The applicant did not provide training course information.

APPLICANT LICENSES & CERTIFICATES

The applicant did not provide license nor certificate data.

APPLICANT PROFESSIONAL MEMBERSHIPS

The applicant did not provide license nor membership data.

APPLICANT LANGUAGES

The applicant did not provide language data.

APPLICANT COMPETENCIES

Competency Description	Rqd	Min Prof	App Prof
-----			

Report ID: MABS787

City of Minneapolis  
APPLICANT PROFILE

Page No. 202  
Run Date 06/05/2006  
Run Time 12:24:40

Job Code: 08080C - Police Cadet-C

The applicant did not provide competency data.

APPLICANT REFERENCES  
-----

The applicant did not provide references.

Filed By: CM  
CSF  
Date: 1-15-13

Minneapolis Human Resources  
250 South 4th Street  
Minneapolis, Minnesota 55415-1339

COMPETENCY CHECKLIST

Name: Daniel Peter Ledman

Date: 06-01-06

Job Code: 08080C - Police Cadet-C

PROFICIENCY LEVEL

- 1 None - You have no training or experience.
- 2 Little - Basic training has been received. The only experience gained has been in a classroom and/or experimental scenarios, or as a trainee on the job. You would be expected to need some help when performing the skill.
- 3 Good - Repeated successful experiences have been completed. Help may be required from time to time, but you can usually perform the skill independently.
- 4 Very Good - You can perform the actions associated with this skill without assistance. You are certainly recognized within your immediate organization as "the person to ask" when difficult questions arise regarding this skill.
- 5 Expert - You can answer any question about the skill and most any question related to the field where the skill is used.

13.43 - Personnel Data

## TIPS ON PREPARING FOR THE FITNESS ASSESSMENT (Cadet)

Police work is physically demanding and requires officers to be physically fit. The Minneapolis Police Department Training Unit has prepared the following information on how to prepare for the Entry-Level Police Department Fitness Exam. The minimum passing scores for each of the five components are as follows:

COMPONENT	ENTRY LEVEL FITNESS STANDARDS (Cadet)	ACADEMY STANDARD*
Upper Body Strength		
Lower Body Strength		
Sit-ups		
300 Meter Run		
1.5 Mile Run		

13.43 - Personnel Data

\*Upon Academy graduation, employees must pass each fitness component at the MPD Academy Standard. Employees failing to meet these standards will not graduate from the Academy and will be released from employment.

### 300 Meter Run

The 300-meter run is an anaerobic test. To improve in this event, you should practice sprinting as fast as you can for at least one-minute periods.

### 1.5 Mile Run

The 1.5 mile run requires a good level of cardiovascular fitness. To improve in this event, you should be completing 25-40 minutes of cardiovascular exercise 4-5 times per week. You should be exerting yourself to a level equal to at least 70% of your target heart rate.

### Bench Press or Push Ups

The upper body (bench press or push-ups) component requires bicep, tricep and chest strength. To improve in this area, you should be working with free weights or machines, doing such exercises as military press, bicep curls, tricep extensions, bench press, and rows. In addition, practicing push-ups over several weeks has been shown to dramatically improve push up performance.

### Sit Ups

The lower body component requires strength in the abdominal area. To improve in this area, one should do several sets of abdominal exercises, such as curl ups, crunches or sit ups, 4-5 times per week.

### Vertical Jump

To improve in this area, you should use machines or free weights on such exercise as squats, leg extensions, leg curls, lunges, leg press, and dead lifts.

Finally, if you have access to a health club membership, it is strongly encouraged to use a personal trainer at that club who can assist you in reaching these goals.

# Carthage

Kenosha, WI 53140-1994

Page 1 of 2

Undergraduate

Name: Daniel P. Ledman  
 ID number: 13.43  
 Social Security Number: 13.43  
 Date of Birth: 13.43

Degree 1: Bachelor of Arts  
 Major 1: Criminal Justice  
 Minor 1:  
 Date Conferred: 5/26/02

Degree 2:  
 Major 2:  
 Minor 2:  
 Date Conferred:  
 Major 3:  
 Minor 3:  
 Exit Date: 9/01/02

DEPT	CRS	TITLE	TYP	GRD	ERNED	GRDED	QP	GPA
1998-1999		Fall Term						
CHEM	101	GEN CHEMISTRY						
EXSS	056	MEN'S CROSS CO						
GROG	151	INTRO TO GEO						
GNRL	000	LINC GROUP						
HERI	105	HER I:IDEN/CULT						
Placed on Probation 1/26/99								
TERM:								
1998-1999		January Term						
NATS	993	SCIENCE OUTREAC						
TERM:								
1998-1999		Spring Term						
HERI	105	HER I:IDN &CUL						
HIST	100	ISS IN AM HIST						
MUSI	115	EXPLORING MUSIC						
RELI	100	UNDER OF RELI						
Removed from Probation 5/24/99								
TERM:								
1999-2000		Fall Term						
ECON	101	MICROECONOMICS						
EXSS	076	MEN CROS COUNT						
HERI	106	HERI II COM/CUL						
MATH	103	APPLIED MATHEMA						
SPAN	101	ELEM SPANISH I						
TERM:								
1999-2000		January Term						
BUSA	201	FINANCIAL ACCT						
TERM:								
1999-2000		Spring Term						
BUSA	202	MANAGERIAL ACCT						
GEOG	155	INTRO PHYS GEO						
SPAN	102	ELEM SPANISH II						
TERM:								
2000-2001		Fall Term						

13.43 - Personnel Data

DEPT	CRS	TITLE	TYP	GRD	ERNED	GRDED	QP	GPA
2000-2001		January Term						
CRMJ	200	CRIM JUST SYST						
HERI	205	HERI III:CUL/EN						
RELI	302 J	WOMEN/BIBLE(JS)						
SOCI	141	PRIN OF SOCIOLO						
TERM:								
2000-2001		January Term						
POLS	300	VIETNAM WAR						
TERM:								
2000-2001		Spring Term						
EXSS	086	MEN'S TRACK						
GEOG	155	INTRO PHYS GEO						
SOCI	226	CRIMINOLOGY						
SOCI	228	CORRECTIONS						
SOCI	253	RAC & CUL MINOR						
TERM:								
2001-2002		Fall Term						
CRMJ	270	CRIMINAL LAW ?						
POLS	395	LIB & SEC DEM						
SOCI	227	JUVENILE DEL						
SOCI	302	SOC RESEARCH I						
TERM:								
2001-2002		January Term						
SOCI	142	SOCI/SOCI PBLSM						
TERM:								
2001-2002		Spring Term						
ENGL	309 J	LIT/DIVERSITY						
EXSS	001	CON PHY FITNESS						
EXSS	086	MEN'S TRACK						
GEOG	261	CLIMATOLOGY						
NATS	150	DISCOVERY						
POLS	396	LEGAL THEORY						
TERM:								
2001-2002		Pre-Session Term						
SOCI	450	IS:PBLC OFN/ABR						

13.43 - Personnel Data



**UNOFFICIAL**

**NOT TO BE USED FOR EVALUATION**

The Family Educational Rights and Privacy Act of 1974 prohibits release of the attached information without the student's written consent. If you are unable to comply with this condition of release, please return the material to: **Carthage College Registrar's Office Kenosha, WI 53140-1994**

"G" indicates graduate-level credits

### ACCREDITATION

Carthage College is a liberal arts college accredited by the North Central Association of College and Secondary Schools.

### TERM

Carthage College is on the semester system.

### TRANSCRIPTS

Computer-printed transcripts were first utilized during the fall semester of the 1999-2000 academic year. Therefore, students who were enrolled both before and after that term will have part of their academic record on a traditional photocopied transcript and the subsequent work on a computer-printed transcript.

### AUTHENTICITY

The face of this document has a red background. When photocopied, the word copy appears repeatedly across the face of the document. Transcripts are official only when they bear the college seal and the signature of the designated college official on each page.

### ABBREVIATIONS and SYMBOLS

AP	Advanced Placement
AS	Advanced Standing
AU	Audit
CR	Credit by Exam
EX	Exempt
G	Graduate
I	Incomplete
IP	In Progress
R	Repeat
S	Satisfactory
TR	Transfer
U	Unsatisfactory
W	Withdrawal

### YEAR LEVEL DEFINITIONS

Freshman	0-31 credits
Sophomore	32-67 credits
Junior	68-101 credits
Senior	102 or more credits

### GRADING SYSTEM

Grades with associated grade points per credit

A+	4.00	C+	2.33
A	4.00	C	2.00
A-	3.67	C-	1.67
B+	3.33	D+	1.33
B	3.00	D	1.00
B-	2.67	D-	0.67

F & W No points

Grades of "P" "S" "U" "AP" "AS" "CR" and "TR" do not affect the grade point average.

### TRANSFER CREDIT

Undergraduate credit earned at another accredited university or college and accepted by Carthage College is recorded in semester hours. "TR" appears in the grade column.

### ADVANCED PLACEMENT

Advanced Placement credit is listed on the transcript. The designation "AP" appears under the grade column.

### ADVANCED STANDING

Students completing an upper level course with a grade of "C" or better may earn up to 12 credits for preceding courses in the sequence. The designation "AS" appears under the grade column.

### CREDIT by EXAM

Students passing proficiency exams will receive a grade of "CR" and earn credits for the course.

### GRADUATION – COMMENCEMENT

The normal graduation month is May. A student satisfactorily completing all of the graduation requirements at the end of the summer or fall semester is considered graduated when final grades are posted. The diploma will be presented at the following annual Commencement in May.

### HERITAGE STUDIES SEMINARS I, II, and III as of SEPTEMBER 1995

These courses, taken in sequence by all students, introduce them to higher education at Carthage and help them develop competencies in cultural studies and writing, as well as thinking, reading, speaking, and listening. Heritage provides a common academic culture at Carthage. The Heritage sequence is taught collaboratively by faculty from academic departments across the college and takes an integrated approach to learning. Typically, the three courses are completed during the student's first two years at Carthage. Detailed information regarding each section of the sequence can be found online.

[www.carthage.edu/dept/heritage/index.html](http://www.carthage.edu/dept/heritage/index.html)

# Carthage

Kenosha, WI 53140-1994

Page 2 of 2

Undergraduate

Name: Daniel P. Lodge  
 ID number: 13.43  
 Social Security Number: 13.43  
 Date of Birth: 13.43

Degree 1: Bachelor of Arts  
 Major 1: Criminal Justice  
 Minor 1:  
 Date Conferred: 5/26/02

Degree 2:  
 Major 2:  
 Minor 2:  
 Date Conferred:

Major 3:  
 Minor 3:  
 Exit Date: 9/01/02

DEPT	CRS	TITLE	TYP	GRD	ERNED	GRDED	QP	GPA
TERM: [REDACTED]								
2001-2002	Summer	Term						
SOCI	450	IS: DLNQNCY THR						
TERM: [REDACTED]								
2001-2002	Transfer	Summer						
UNKNOWN	SCHOOL							
CAPL	100	0 COMPT LITERACY						
PSYC	202	1 ABNORMAL PSYC						
TERM: [REDACTED]								
CAREER: [REDACTED]								

13.43 - Personnel Data

\*\* END OF RECORD \*\*

DEPT	CRS	TITLE	TYP	GRD	ERNED	GRDED	QP	GPA
[REDACTED]								



CARTHAGE

**UNOFFICIAL**

**NOT TO BE USED FOR EVALUATION**

The Family Educational Rights and Privacy Act of 1974 prohibits release of the attached information without the student's written consent. If you are unable to comply with this condition of release, please return the material to: **Carthage College Registrar's Office Kenosha, WI 53140-1994**

This transcript becomes official when sealed and signed by the Registrar

"G" indicates graduate-level credits

### ACCREDITATION

Carthage College is a liberal arts college accredited by the North Central Association of College and Secondary Schools.

### TERM

Carthage College is on the semester system.

### TRANSCRIPTS

Computer-printed transcripts were first utilized during the fall semester of the 1999-2000 academic year. Therefore, students who were enrolled both before and after that term will have part of their academic record on a traditional photocopied transcript and the subsequent work on a computer-printed transcript.

### AUTHENTICITY

The face of this document has a red background. When photocopied, the word copy appears repeatedly across the face of the document. Transcripts are official only when they bear the college seal and the signature of the designated college official on each page.

### ABBREVIATIONS and SYMBOLS

AP	Advanced Placement
AS	Advanced Standing
AU	Audit
CR	Credit by Exam
EX	Exempt
G	Graduate
I	Incomplete
IP	In Progress
R	Repeat
S	Satisfactory
TR	Transfer
U	Unsatisfactory
W	Withdrawal

### YEAR LEVEL DEFINITIONS

Freshman	0-31 credits
Sophomore	32-67 credits
Junior	68-101 credits
Senior	102 or more credits

### GRADING SYSTEM

Grades with associated grade points per credit

A+	4.00	C+	2.33
A	4.00	C	2.00
A-	3.67	C-	1.67
B+	3.33	D+	1.33
B	3.00	D	1.00
B-	2.67	D-	0.67
F & W	No points		

Grades of "P" "S" "U" "AP" "AS" "CR" and "TR" do not affect the grade point average.

### TRANSFER CREDIT

Undergraduate credit earned at another accredited university or college and accepted by Carthage College is recorded in semester hours. "TR" appears in the grade column.

### ADVANCED PLACEMENT

Advanced Placement credit is listed on the transcript. The designation "AP" appears under the grade column.

### ADVANCED STANDING

Students completing an upper level course with a grade of "C" or better may earn up to 12 credits for preceding courses in the sequence. The designation "AS" appears under the grade column.

### CREDIT by EXAM

Students passing proficiency exams will receive a grade of "CR" and earn credits for the course.

### GRADUATION - COMMENCEMENT

The normal graduation month is May. A student satisfactorily completing all of the graduation requirements at the end of the summer or fall semester is considered graduated when final grades are posted. The diploma will be presented at the following annual Commencement in May.

### HERITAGE STUDIES SEMINARS I, II, and III as of SEPTEMBER 1995

These courses, taken in sequence by all students, introduce them to higher education at Carthage and help them develop competencies in cultural studies and writing, as well as thinking, reading, speaking, and listening. Heritage provides a common academic culture at Carthage. The Heritage sequence is taught collaboratively by faculty from academic departments across the college and takes an integrated approach to learning. Typically, the three courses are completed during the student's first two years at Carthage. Detailed information regarding each section of the sequence can be found online.

[www.carthage.edu/dept/heritage/index.html](http://www.carthage.edu/dept/heritage/index.html)



### Rank History

Close

Rank History for: Daniel Ledman  
Employee ID Number: 004062

Add Rank

Edit	Delete	Rank	Start Date	EndDate	Adjusted Days	Seniority Start Date	Hiring Year		Reason
Edit	Delete	Police Officer	6/24/2007		0	6/24/2007	2007		
Edit	Delete	Police Cadet	1/8/2007	4/23/2007	0	1/8/2007	2007		Promoted from Cadet to Officer.

### Unit Assignment History

Close

Add Historical Assignment

Assignment(s) for: Daniel Ledman  
Employee ID Number: 004062

Edit	Delete	Unit Assignment	Assignment Type	StartDate	EndDate	Name Change
		Academy <4/15/2007	Primary	1/8/2007	4/14/2007	
		Acade	Primary	4/15/2007	6/20/2007	
		Pct 5	Primary	7/1/2007	8/4/2007	
		Pct 5	Primary	8/5/2007	9/1/2007	
		Pct 4	Primary	9/2/2007	12/22/2007	
		Pct 4	Primary	12/23/2007	1/19/2008	
			Temporary	8/25/2008	9/5/2008	
		Pct 1	Primary	1/20/2008	10/25/2008	
Edit		Pct 4	Primary	10/26/2008		

### Training Records

**Training History for:** Daniel Ledman

**Employee Id:** 004062

**Total Continued Education Credits:** 443.0

**Total Instructor Credits:** 0.0

**Add** (Add training that are not associated with an existing Event/TimeSlot)

		Course	Start Date	End Date	Grade	Continued Education Credits	Instructor Credits	Make	Model	Serial #	Commer
Edit	Delete	2019 Annual In-Service Training Program, Phase III, September - December 2019	11/20/2019	11/20/2019	Not Applicable	7.00					
Edit	Delete	2019 Annual In-Service Training Program, Phase III, September - December 2019	11/7/2019	11/7/2019	Not Applicable	7.00					Day 2
Edit	Delete	2019 Annual In-Service Training Program, Phase II, (Apr-Aug/Sep 25-26)	6/13/2019	6/13/2019	Not Applicable	7.00					
Edit	Delete	2019 Annual In-Service Training Program, Phase II, (Apr-Aug/Sep 25-26)	6/12/2019	6/12/2019	Not Applicable	7.00					
Edit	Delete	2019 TASER Certification Training Program, Multiple Dates	5/20/2019	5/20/2019	Not Assigned	8.00					
Edit	Delete	2019 Annual In-Service Training Program, Phase I, January - March 2019	3/21/2019	3/21/2019	Not Applicable	7.00					
Edit	Delete	2019 Annual In-Service Training Program, Phase I, January - March 2019	3/20/2019	3/20/2019	Not Applicable	7.00					
Edit	Delete	2019 Semi-Automatic Handgun Qualification and Gas Mask Fit Testing, January - February 2019, Multipl	2/1/2019	2/1/2019	PASS	1.00					
Edit	Delete	2018 Annual In-Service Training Program, Multiple Dates	10/25/2018	10/25/2018	Not Applicable	7.00					
Edit	Delete	2018 Annual In-Service Training Program, Multiple Dates	10/24/2018	10/24/2018	Not Applicable	7.00					
Edit	Delete	2018 Shotgun and CIT Training	8/29/2018	8/29/2018	Not Applicable	7.00					

		Program, GROUP A, Multiple dates									
Edit	Delete	2018 Procedural Justice and NARCAN Training Program, GROUP B, JULY - SEPTEMBER DATES	8/9/2018	8/9/2018	Not Assigned	7.00					
Edit	Delete	2018 PIMS Basic Patrol Training Program, March 22-24, 2018	3/24/2018	3/25/2018	Not Applicable	7.00					
Edit	Delete	2018 PIMS Basic Patrol Training Program, March 22-24, 2018	3/23/2018	3/24/2018	Not Applicable	7.00					
Edit	Delete	2018 PIMS Basic Patrol Training Program, March 22-24, 2018	3/22/2018	3/23/2018	Not Applicable	7.00					
Edit	Delete	2018 Annual Handgun Qualification and Gas Mask Fit Testing, January 2 - 19, 2018	1/8/2018	1/8/2018	PASS	1.00					
Edit	Delete	2017 In-Service Training Program, Active Shooter, Super Bowl, Phase II, for Patrol	3/2/2017	3/2/2017	Not Applicable	10.00					
Edit	Delete	2017 Annual Gas Mask Fit Testing only (various dates)	1/30/2017	1/30/2017	PASS	0.00					
Edit	Delete	2017 Annual Semi-Automatic Handgun, Shotgun Qualification only (various dates)	1/23/2017	1/23/2017	PASS	1.00					
Edit	Delete	2016 Procedural Justice, Module 3, October - December, various dates	12/13/2016	12/13/2016	Not Applicable	7.00					
Edit	Delete	2016 CIT Training Programs, Fall, various weeks	10/21/2016	10/21/2016	Not Applicable	8.00					
Edit	Delete	2016 CIT Training Programs, Fall, various weeks	10/20/2016	10/20/2016	Not Applicable	8.00					
Edit	Delete	2016 CIT Training Programs, Fall, various weeks	10/19/2016	10/19/2016	Not Applicable	8.00					
Edit	Delete	2016 CIT Training Programs, Fall, various weeks	10/18/2016	10/18/2016	Not Applicable	8.00					
Edit	Delete	2016 CIT Training Programs, Fall, various weeks	10/17/2016	10/17/2016	Not Applicable	8.00					
Edit	Delete		9/26/2016	9/26/2016		8.00					

		2016 Shotgun and Defensive Tactics In-Service Training Program, September, various dates			Not Applicable					
Edit	Delete	2016 Body Worn Camera Patrol Training Program, Various Dates	8/15/2016	8/15/2016	Not Applicable	2.00				
Edit	Delete	2016 Procedural Justice, Module 2, Various dates, May - July, 2016	7/21/2016	7/21/2016	Not Applicable	8.00				
Edit	Delete	2016 Procedural Justice, Module 1	3/10/2016	3/10/2016	Not Applicable	7.00				
Edit	Delete	2016 Annual Semi-Automatic Handgun Qualification and Gas Mask Fit Testing	1/4/2016	1/4/2016	PASS	1.00				
Edit	Delete	2015 Defensive Tactics Quarter 4	11/30/2015	11/30/2015	Not Applicable	2.00				
Edit	Delete	2015 EVOC Fall Training program, various training dates	10/29/2015	10/29/2015	PASS	8.00				
Edit	Delete	2015 Shotgun Training and Handgun Development, September 8-24, 2015	9/14/2015	9/14/2015	PASS	4.00				
Edit	Delete	2015 Fair and Impartial Policing, 4th Precinct, June 10, 2015	6/10/2015	6/11/2015	Not Applicable	4.00				
Edit	Delete	2015 Patrol In-Service Training Program	3/24/2015	3/25/2015	Not Applicable	9.00				
Edit	Delete	2015 February Semi-Automatic Handgun Qualification and Gas Mask Fit Testing	2/9/2015	2/9/2015	PASS	1.00				
Edit	Delete	2014 Fall Computer Training Program (911 Response Officers and Supervisors)	11/14/2014	11/15/2014	Not Applicable	2.00				
Edit	Delete	2014 In-Service Defensive Tactics	10/6/2014	10/6/2014	PASS	1.00				
Edit	Delete	2014 Annual Shotgun Qual, Training & Handgun Skill Development	9/15/2014	9/15/2014	PASS	2.00				
Edit	Delete	2014 Handgun Skill Development, various dates	6/2/2014	6/2/2014	PASS	1.00				
Edit	Delete	2014 In-Service Training	3/25/2014	3/25/2014	Not Applicable	8.00				

		Program, Patrol Officers Only								
Edit	Delete	2014 Handgun Qualification and Gas Mask Fit Testing, multiple dates	1/27/2014	1/27/2014	PASS	1.00				
Edit	Delete	2014 CPR/Heartsaver Training Program	1/15/2014	1/15/2014	PASS	2.00				
Edit	Delete	2013 Fall Defensive Tactics 1 hour (var Sep-Dec)	12/31/2013	12/31/2013	Not Applicable	1.00				**Exact date of training unknown.
Edit	Delete	2013 Counter Ambush/Shotgun Training	9/16/2013	9/16/2013	PASS	0.00				
Edit	Delete	2013 Handgun Skill Development Program	7/8/2013	7/8/2013	PASS	1.00				
Edit	Delete	2013 In-Service Training Program	5/15/2013	5/15/2013	Not Applicable	8.00				
Edit	Delete	2013 In-Service Training Program	5/14/2013	5/14/2013	Not Applicable	8.00				
Edit	Delete	2013 ILERSBA Training, FEMA	2/12/2013	2/12/2013	Not Applicable	9.00				
Edit	Delete	2013 January Handgun Qualification Course	1/7/2013	1/7/2013	PASS	1.00				
Edit	Delete	2012 Shotgun Training Program	9/24/2012	9/24/2012	PASS	2.00				
Edit	Delete	2012 CPR, Heartsaver, Tactical Combat	6/5/2012	6/5/2012	Not Applicable	3.00				
Edit	Delete	2012 In-Service Training	4/26/2012	4/26/2012	Not Applicable	8.00				
Edit	Delete	2012 (DT) PPCT Training Program	3/26/2012	3/26/2012	Not Applicable	3.00				
Edit	Delete	2012 F.T.O. Training Program (Feb 9)	2/9/2012	2/9/2012	Not Applicable	8.00				
Edit	Delete	2012 January Handgun Qualification	1/9/2012	1/9/2012	PASS	1.00				
Edit	Delete	2011 FEMA IS-00100.LEb Intro to Incident Command System for Law Enforcement	11/27/2011	11/27/2011	PASS	3.00				
Edit	Delete	2011 Fall DT (POST) Certification	11/3/2011	11/3/2011	Not Applicable	2.00				
Edit	Delete	2011 Fall In-Service Training (Patrol-8 hr)	10/4/2011	10/4/2011	Not Applicable	8.00				
Edit	Delete	2011 Fall Emergency Response/Pursuit Training	9/20/2011	9/20/2011	Not Assigned	8.00				
Edit	Delete	2011 Fitness Assessment	8/23/2011	8/23/2011	Not Applicable	2.00				
Edit	Delete	2011 Spring In-Service Training-Classroom only	5/14/2011	5/14/2011	Not Applicable	4.00				Viewed pre recorded video of

																				Classroom portion.
Edit	Delete	2010 FEMA IS-00200.b ICS for Single Resources and Initial Action Incidents	12/12/2010	12/12/2010	PASS	3.00														
Edit	Delete	2010 FEMA IS-00700.a NIMS-An Introduction	12/12/2010	12/12/2010	PASS	3.00														
Edit	Delete	2010 FEMA IS-00800.b National Response Framework-An Introduction	12/12/2010	12/12/2010	PASS	3.00														
Edit	Delete	2010 Fall In-Service (DT/Legal) All Ranks	11/1/2010	11/1/2010	PASS	8.00														
Edit	Delete	2010 Shotgun Training/Quals	9/9/2010	9/9/2010	PASS	3.00														
Edit	Delete	2010 Use of Force Classroom and Legal Survival	4/8/2010	4/8/2010	PASS	4.00														
Edit	Delete	2010 January Handgun Qualifications	1/4/2010	1/4/2010	PASS	1.00														
Edit	Delete	2009 CPR Recertification Course	10/27/2009	10/27/2009	PASS	2.00														
Edit	Delete	2009 Fall In-Service Training: Legal Updates, EIS System, CIT	10/5/2009	10/5/2009	PASS	6.00														
Edit	Delete	2009 FALL DEFENSIVE TACTICS IN-SERVICE	10/5/2009	10/5/2009	PASS	1.00														
Edit	Delete	2009 Annual Fall Shotgun Training	9/21/2009	9/21/2009	PASS	3.00														
Edit	Delete	2009 In-Service Training - Session 1	4/29/2009	4/29/2009	PASS	8.00														
Edit	Delete	2009 In-Service Training - Session 1	4/28/2009	4/28/2009	PASS	8.00														
Edit	Delete	2009 Make Up Dates for Respect In The Work Place & Ethics Training	4/2/2009	4/2/2009	Not Applicable	3.00														
Edit	Delete	2009 January Handgun Qualification	1/26/2009	1/26/2009	PASS	1.00														
Edit	Delete	2008 Annual Fall Shotgun Qualification / Training	10/7/2008	10/7/2008	PASS	3.00														
Edit	Delete	2008 RNC Handgun Training	6/17/2008	6/17/2008	Not Applicable	4.00														
Edit	Delete	2008 Emergency Response/Pursuit Training H-M	4/15/2008	4/15/2008	PASS	8.00														
Edit	Delete	2008 Handgun Qualification	1/17/2008	1/17/2008	PASS	1.00														

<a href="#">Edit</a>	<a href="#">Delete</a>	2007 Taser Awareness/CIT Intro	6/13/2007	6/13/2007	Not Applicable	8.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2007 Shotgun/2nd handgun qualification	5/30/2007	5/30/2007	PASS	4.00					
<a href="#">Edit</a>	<a href="#">Delete</a>	2007 Academy 1/8-6/30	1/8/2007	6/30/2007	PASS	48.00					



# Certificate of Training

Dan Ledman

*has successfully completed the course*

DWI Detection & Standardized  
Field Sobriety Testing

*Held in Minneapolis, Minnesota, May 29, 30, 2007*



*Sgt Charles Peter*

*Lead Instructor*

*Dan Ledman*

*Coordinator*

Post Course Number: 3-2518 (16 Post Credits)

# Certificate of Training

Dan Ledman

*has successfully completed the course*

Drugs That Impair Driving

*Held in Minneapolis, Minnesota on May 31 2007*



*SGT. C. PETER*  
\_\_\_\_\_  
*Lead Instructor*

*David D. Marose*  
\_\_\_\_\_

*Coordinator*

Post Course Number: 3-2520(6 Post Credits)

**MINNEAPOLIS POLICE DEPARTMENT  
AWARDS COMMITTEE**

Commander Travis Glampe, Chair

Lt. Brian Anderson Lt. Clark Goset

Sgt. Deitan Dubuc Sgt. Robert Helmeke (Park PD) Sgt. Darcy Klund Sgt. Joel Pucely Sgt. Kurt Radke  
Off. Gretchen Bloss Off. Scott Creighton Off. Tracy Gross Off. Dennis Milner Off. Stephen Sporny  
CPS Renee Allen

**FROM: Minneapolis Police Department Awards Committee**  
**RE: Recommendation for Departmental Awards**

The MPD Awards Committee met on 1/24/18 and reviewed the attached recommendation for an award. It is our findings that this recommendation for the award of:

Medal of Honor  Medal of Valor  
 Medal of Commendation  Department Award of Merit  
 Life Saving Award  Distinguished Service Award  
 Excellence in Investigation Award

Does  Does not meet the criteria as delineated in the Department Manual.

The Committee recommends that the Award of VALOR be given to the listed nominee:  
Officer Daniel Ledman

Respectfully submitted: Commander Travis Glampe, MPD Awards Committee Chair.

This Award will be presented to you at the Annual MPD Awards Ceremony on March 6, 2018 at 7:00 PM (Social hour starts at 6:00 PM) at the Ukrainian Center/301 on Main, 301 Main St. NE, Mpls. Please RSVP to Nina Doree at [nina.doree@minneapolismn.gov](mailto:nina.doree@minneapolismn.gov) or (612) 673-3556. A copy has been sent to Personnel for your file.

MPD Award Number: 17-139



# RECOMMENDATION FOR AWARD

NAME OF EMPLOYEE RECOMMENDED FOR AWARD: <b>Officer Daniel Ledman</b>	EMPLOYEE NUMBER: <b>4062</b>	ASSIGNMENT: <b>Precinct 4 13.43</b>
RECOMMENDED BY: <b>Sergeant John Sheneman</b>	DATE RECOMMENDED: <b>08/05/2017</b>	CASE CONTROL NUMBER: <b>17-281945</b>

**TYPE OF AWARD RECOMMENDED (NOTE: CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)**

<input type="checkbox"/> Medal of Honor	<input type="checkbox"/> Department Award of Merit
<input checked="" type="checkbox"/> Medal of Valor	<input type="checkbox"/> Distinguished Service Award
<input type="checkbox"/> Lifesaving Award	<input type="checkbox"/> Chief's Award of Merit
<input type="checkbox"/> Medal of Commendation	<input type="checkbox"/> Unit Citation Award
<input type="checkbox"/> Excellence in Investigation Award	<input type="checkbox"/>

**COMMENTS (DESCRIBE INCIDENT, GIVE DETAILS, ETC. - ATTACH DOCUMENTATION IF NECESSARY)**

On 26 July, 2017 a serious vehicle accident took place on the 41 Ave N bridge over I94. A vehicle traveling at a high rate of speed north bound on Washington Ave N failed to navigate the turn on to 41 Ave N and went through the guard rail and fence then traveling off of the retaining wall falling approximately 30 feet to the west bound lane of the freeway below. The vehicle traveled approximately 125 feet stopping when it hit the center median divider. The debris field was large with vehicle parts scattered over a large area.

The freeway is under construction and is very difficult to navigate. Squad 425, Officers Fallon and Davis found a way to get down on the freeway immediately and approached the vehicle. Officer Fallon aired very quickly that the vehicle was on fire. Officers immediately checked the vehicle and found that there were two occupants of the vehicle. A male driver and female passenger. Both occupants were injured and stuck in the vehicle. Officer Fallon continued to air information and coordinate the extraction. Officer Fallon continued to air the information as she was conducting the extraction. The flames on the vehicle were beginning to spread and were very close to the occupants and Officers. Both Officers continued to work at extracting the occupants as the flames grew and at points were within inches of their bodies.

While Officer Fallon and Davis were prying the doors open which were mangled, Officer Ledman and his partner were trying to find a way down to the freeway. Officer Ledman found an area where he thought he could climb a fence and get down to the crash site but determined that it was too high. While trying to figure out a better route Officer Ledman heard Officer Fallon air that the vehicle was on fire. Without hesitating Officers Ledman climbed the fence and dropped down a fairly high wall on to the freeway and then ran through traffic to the burning vehicle where helped get the driver out and to the shoulder.

Officers somehow managed to extract both parties from a completely mangled and burning vehicle and carry each victim to the opposite shoulder of the road. Almost immediately after the victims were extracted the entire vehicle became fully engulfed in a very large fire. Other Officers arrived quickly and assisted. The Officers immediately began a medical assessment of the driver who was very critically injured. The driver had catastrophic injuries including a severed leg and very serious injury to his other leg as well as internal injuries. Officers began CPR and continued for some time as EMS was having a difficult time reaching the scene due to traffic conditions.

During this incident these Officers did not give up. The vehicle was on fire, smoking badly and the passenger compartment was filling with smoke. The vehicle became fully engulfed rapidly.

The definition of the Minneapolis Police Department Medal of Valor is obvious self-sacrifice in the face of death or serious injury. These three Officers exemplified this definition at this incident. Officers Fallon and Davis recognized the situation and acted without hesitation and did not leave the situation until both parties were out. Officer Ledman climbed down a freeway wall and sprinted to the vehicle where he helped pull the driver out who was pinned in the vehicle. The fire and smoke are clearly seen on the BWC video. There was no way for the Officers to know at what point the fire would overcome the whole vehicle. With increasing smoke and flames they acted with urgency to extract the occupants and would have themselves been seriously injured or even killed had they not been successful in the extraction in the time frame that it took place. Each of these Officers risked their own life and safety to rescue others.

Once this was complete these Officers rendered aid until the ambulance crews transported the victims. They were exposed to flames, smoke and twisted metal and as noted by multiple Officers in their own supplements, who themselves observed the rescue, stated that the Officers never hesitated in rescuing the occupants as the vehicle was burning.

As the IC of this incident I arrived quickly and observed the severity of the scene. I have no doubt that these Officers risked their own lives and safety to save others.

The **13.43 - Personnel Data** Sergeants unanimously agree that these Officers are deserving of the Minneapolis Police Department Medal of Valor for their bravery, courage and obvious self-sacrifice in the face of very real danger on the night of 26 July, 2017 and are hereby nominated for that award.

COMMANDING OFFICER: <i>Inspector Aaron Biara</i>	DATE: 1/7/18	REMARKS: <i>Approved</i>
MPD AWARDS COMMITTEE (ROOM 130 CITY HALL): <i>Aaron Biara</i>	DATE: 1/24/18	REMARKS:
COMMANDER OF INTERNAL AFFAIRS: <i>Sam McEl</i>	DATE: 1/20/18	EXISTING COMPLAINTS: <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD: <i>A.C. Martin</i>	DATE: 1/28/2018	REMARKS: <i>Great Job!</i>
CHIEF OF POLICE: <i>Medi Arnold</i>	DATE: 1/30/2018	REMARKS: <i>Great Job!!!</i>
AWARD NUMBER: 17-139	RECOMMENDATION: <i>VALOR</i>	DATE: 1/24/18
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE:
		PLACED IN PERSONNEL FILE BY:



Filed By me  
Date 4/10/17

Police Department  
Jané L. Harteau, Chief of Police  
350 S. Fifth St., Room 130  
Minneapolis, MN 55415  
TEL 612.673.3000  
www.minneapolismn.gov

### MINNEAPOLIS POLICE DEPARTMENT AWARDS COMMITTEE

Deputy Chief Travis Glampe, Chair  
Inspector Catherine Johnson, Co-Chair  
Commander Melissa Chiodo Lt. Clark Goset Lt. Chris Hudok  
Sgt. Richard Doll (Park PD) Sgt. Darcy Klund Sgt. Joel Pucely Sgt. Kurt Radke  
Officer Gretchen Bloss Officer Marshall Collier Officer Scott Creighton Officer Patrick Windus  
CPS Renee Allen

**FROM:** Minneapolis Police Department Awards Committee  
**RE:** Recommendation for Departmental Awards

The MPD Awards Committee met on 1/25/17 and reviewed the attached recommendation for an award.  
It is our findings that this recommendation for the award of:



### 13.43 - Personnel Data

The Committee recommends that the Award of Merit be given to the listed nominee:  
Officer Daniel Ledman

Respectfully submitted: Deputy Chief Travis Glampe, MPD Awards Committee Chair.

**\*\*This Award was sent to your Commander for presentation. A copy has been sent to Personnel for your file.**

MPD Award Number: 16-115



# RECOMMENDATION FOR AWARD

NAME OF EMPLOYEE RECOMMENDED FOR AWARD:	EMPLOYEE NUMBER:	ASSIGNMENT:
Officer Daniel Ledman	4062	4 <sup>th</sup> Pct. <b>13.43</b>
RECOMMENDED BY:	1/1/2017	16-463487
Sgt. Suchta		

## TYPE OF AWARD RECOMMENDED (NOTE: CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)

# 13.43 - Personnel Data

## COMMENTS (DESCRIBE INCIDENT, GIVE DETAILS, ETC. - ATTACH DOCUMENTATION IF NECESSARY)

### TYPE COMMENTS HERE:

On 12/27/16 Officers responded to 2723 Morgan Ave. N on a report of a EDP who was talking about the devil, hearing voices, and was bi-polar who suffered from manic depression.

Upon arrival, Officer Franco spoke to the caller who told them that she did not want them in the house because the female had a knife and was going to kill people. Around this time Officer Franco heard the EDP yell out that the devil was in her head and she needed to "cut him out". Officer Franco at this time wisely requested an Officer with a Tazer to respond and ordered an ambulance to stage nearby. At this time Officer Brake started to communicate with the female in an attempt to establish a rapport. Female would not speak to Officer Brake but kept telling him that she was "hearing voices". Officers could see that the female was lying on her bed, tense, with a large kitchen knife in one of her hands.

Officer Badowich arrived with his tazer and coordinated with Officer Franco to provide him with lethal cover. As he opened up the door and spoke with female, he observed her to still be lying on her bed with the knife firmly in her hand, holding it in a way that would be readily consistent with a stabbing motion. Officer Badowich attempted several times to get the female to drop the knife. Officer Hwang was next to him and the two communicated with other Officers on when they would move in on the female to taze and disarm her.

Once the plan was in place, Officer Badowich and Hwang quickly moved in on female with their tazers. Officer Brake provided lethal cover for Officer Hwang and Officer Moua provided lethal cover for Officer Badowich. Officer Bergersen, Officer Franco and Officer Ledman, were in the back of the group that entered the room along with other Officers.

Once in the room Officer Badowich was able to get a good spread on his tazer when he tazed the female, while Officers yelled at female numerous times to drop the knife. Officer Moua continued to provide lethal cover with his service pistol in his right hand and with his left hand was able to pry the knife out of victim's hand causing her to drop it to the ground. Officer Brake, Officer Bergersen, and Officer Ledman then took control of female's arms placing her in handcuffs ensuring she would no longer be a threat to herself or others.

Female was then walked to the ambulance that was waiting outside and transported to the hospital. She sustained no injuries.

All of the facts presented in this supplement were verified with CAPRS reports or the Body Worn Camera's that were on the Officers. The Officers did an excellent job in communicating with the female and spending a reasonable amount of time trying to talk her down from hurting or possibly killing herself. Once the decision was made to move in, it was done with thoughtful thinking and strategy and was done in a professional manner that brought no injury to the female, other people in the house, or the Officers involved. Everyone mentioned in this narrative had direct verbal and/or contact with the female whose life was in danger and directly contributed to the attempt of saving this females life. Therefore I am submitting their names to be recipients of the "Life Saving Award".

COMMANDING OFFICER: <i>Inspector Michael Rios</i>	DATE: 1/3/2016	REMARKS: Excellent Work!
MPD AWARDS COMMITTEE (ROOM 130 CITY HALL): <i>Rios</i>	DATE: 1/25/17	REMARKS:
COMMANDER OF INTERNAL AFFAIRS: <i>Rios</i>	DATE:	EXISTING COMPLAINTS: <input type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD:	DATE:	REMARKS:
CHIEF OF POLICE:	DATE:	REMARKS:
AWARD NUMBER: 16-115	RECOMMENDATION: Merit	DATE: 1/25/17
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE:
		PLACED IN PERSONNEL FILE BY:

### CRITERIA FOR AWARDS

**Medal of Honor:** The Medal of Honor may be awarded to a member of the department for an act of outstanding bravery or heroism. Such an act would be characterized by demonstrated unselfishness, courage, the immediate high risk of death or serious physical injury. The award may also be posthumously given to a member who has died while involved in action of demonstrated heroism.

**Medal of Valor:** The Medal of Valor may be awarded to a member of the department for an act of bravery which demonstrated obvious self sacrifice in the face of death or serious physical injury.

**Life Saving Award:** The Life Saving Award may be awarded to any MPD employee for acts that contribute to the effort and attempt of saving of a person's life.

**Medal of Commendation:** Medal of Commendation may be awarded to a member of the department for an outstanding police act which brings credit to the department, and is highly recognized by other officers or citizens. This act is characterized by obvious self sacrifice while in the face of personal danger.

**Excellence in Investigation Award:** The Excellence in Investigation Award may be presented to any Minneapolis Police Department employee who conducts an investigation that demonstrates remarkable skill and determination to complete. This award may be given in cases where innovative or specialized investigative techniques are used, multiple jurisdictions are involved and/or the investigator demonstrates remarkable perseverance in the face of great challenges.



**MINNEAPOLIS POLICE DEPARTMENT  
AWARDS COMMITTEE**

**Deputy Chief Travis Glampe, Chair**  
**Inspector Catherine Johnson, Co-Chair**  
**Commander Melissa Chiodo**  
**Lt. Clark Goset Lt. Chris Hudok**  
**Sgt. Richard Doll (Park PD) Sgt. Darcy Klund Sgt. Joel Pucely Sgt. Kurt Radke**  
**Officer Gretchen Bloss Officer Marshall Collier Officer Scott Creighton Officer Patrick Windus**  
**CPS Renee Allen**

**FROM: Minneapolis Police Department Awards Committee**  
**RE: Recommendation for Departmental Awards**

The MPD Awards Committee met on November 30, 2016 and reviewed the attached recommendation for an award. It is our findings that this recommendation for the award of:

- |  |  |
|--|--|
| <input type="checkbox"/> Medal of Honor                    | <input type="checkbox"/> Medal of Valor              |
| <input type="checkbox"/> Medal of Commendation             | <input type="checkbox"/> Department Award of Merit   |
| <input checked="" type="checkbox"/> Life Saving Award      | <input type="checkbox"/> Distinguished Service Award |
| <input type="checkbox"/> Excellence in Investigation Award |  |

Does  Does not meet the criteria as delineated in the Department Manual.

The Committee recommends that the Award of Lifesaving be given to the listed nominee:  
Officer Daniel Ledman

Respectfully submitted: Deputy Chief Travis Glampe, MPD Awards Committee Chair.

**\*\* This Award will be presented to you at the next award's ceremony. A copy has been sent to Personnel for your file.**

MPD Award Number: 16-89



# RECOMMENDATION FOR AWARD

NAME OF EMPLOYEE RECOMMENDED FOR AWARD: Officer Daniel Ledman	EMPLOYEE NUMBER: 4062	ASSIGNMENT: P4 <b>13.43</b>
RECOMMENDED BY: Sergeant Steve McBride	DATE RECOMMENDED: 6/23/2016	CASE CONTROL NUMBER: <b>13.82</b>

TYPE OF AWARD RECOMMENDED (NOTE CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)	
<input type="checkbox"/> Medal of Honor	<input type="checkbox"/> Department Award of Merit
<input type="checkbox"/> Medal of Valor	<input type="checkbox"/> Distinguished Service Award
<input checked="" type="checkbox"/> Lifesaving Award	<input type="checkbox"/> Chief's Award of Merit
<input type="checkbox"/> Medal of Commendation	<input type="checkbox"/> Unit Citation Award
<input type="checkbox"/> Excellence in Investigation Award	<input type="checkbox"/>

### COMMENTS (DESCRIBE INCIDENT, GIVE DETAILS, ETC. ATTACH DOCUMENTATION IF NECESSARY)

TYPE COMMENTS HERE:

On the above date and time officers were dispatched to 4046 Lyndale Av N. apartment 201 on an EDP call. Remarks of the call were that a 15 year old female named **13.82** called a crisis line and stated she was going to hang herself. The crisis line then called MPD.

Officers arrived and quickly explained the situation to the female's father. The father let officers in and officers then went to her bedroom. Officer Skowronek went inside her bedroom and found **13.82** in the closet. **13.82** had a bedsheet tied around her neck that was strung from the shirt rack. It had no slack in it and was pulled tight. She was leaning forward, on her knees, was unresponsive, and not breathing. Officers on scene stated that they could see her eyes were rolled back in her head. EMS was ordered Code 3. Officer Ledman and another officer quickly untied the bedsheet and laid her on the floor. Officer Ledman was just about to start CPR when she began to gasp for air. It is for his quick, direct action, both, for arriving on scene in an urgent matter, and quickly removing the bedsheet, that his supervisor believes Officer Ledman saved her life.

It should be noted Officer Ledman is not an attention seeker. On scene, Officer Ledman downplayed his role in the incident. He stated Officer Skowronek did most of the work and that he did not need an award. He did not write a statement and I believe he did so in an attempt to sabotage receiving an award. Upon speaking to all involved officers in separate interviews, all stated, "Both Skowronek and Ledman deserve the award."

Officer Ledman brings great credit to MPD. It is for his above actions that Officer Ledman deserves the honor of MPD's Lifesaving Award.

COMMANDING OFFICER: <i>[Signature]</i>	DATE: 6/29/2016	REMARKS: GREAT JOB!
MPD AWARDS COMMITTEE (FROM 130 CITY HALL):	DATE: 11/30/16	REMARKS:
COMMANDER OF INTERNAL AFFAIRS:	DATE:	EXISTING COMPLAINTS: <input type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD:	DATE:	REMARKS:
CHIEF OF POLICE:	DATE:	REMARKS:
AWARD NUMBER: 16-89	RECOMMENDATION: Lifesaving	DATE: 11/30/16
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE:
		PLACED IN PERSONNEL FILE BY:

2015 4th Pct. Officer of the Year

## 4<sup>th</sup> Precinct Officer of the Year 2015 Officer Daniel Ledman



Submitted by Sergeant Steve McBride

The 4<sup>th</sup> Precinct **13.43** would like to forward for your consideration the nomination of Officer Daniel Ledman for the 2015 4<sup>th</sup> Precinct Officer of the Year. Officer Ledman had an undeniable, unbelievable year. Not only did he lead the shift in almost every category, but he also made every call into an effort to better police-community relations.

To be the 2015 4<sup>th</sup> Pct. Officer of the Year, we believe an officer needs to excel. Officer Ledman excelled in quality and quantity of arrests, quality of everyday work, respect of one's peers, and the everyday efforts to improve police-community relations. Officer Ledman's 2015 year has shown he has done a remarkable job in every category. We will show examples in each category how he meets and exceeds these benchmarks. In the end, we hope you will agree that Officer Ledman has earned this great honor.

### Quality and Quantity of Arrests

Officer Ledman had 228 arrests in 2015 (1<sup>st</sup> in shift). What amazed us is that 60% of his arrests are either probable cause, felony, or gross misdemeanor arrests. 35% of his arrests alone are PC. Like Chris Carter, all he does is catch touchdowns. A breakdown of Officer Ledman's arrests are as follows:

* WEAP	18	* BURGB/DWELL	4
* FALSE NAME	15	* DWIREF	3
* NARC	13	* ASLT4	1
* AUTOTH	10	* ASLT3	1
* CANC-IPS	7	* ROBBIZ	1
* FLEE	5		

Officer Ledman also led the precinct in CURFEW arrests at 26

Some examples of his outstanding 2015 arrests not landing in the PC category are:

- 15-036128- Officer Ledman stopped a vehicle for a traffic violation and found an occupant had a MURDR WT (**13.43** had been looking for him for some time).
- 15-049875- Officer Ledman conducted an ATTPU of AP for WEAP WT. AP booked.
- 15-110086- Crystal PD requested ATTPU of ASLT2 suspect. Officer Ledman found him at the pickup address. AP turned over to Crystal PD.
- 15-198665- Officer Ledman observed wanted DOC on street from DIB. AP booked.
- 15-354465- Officer Ledman stopped AP on a PERGUN. AP gave false name. AP found 1<sup>st</sup> Degree ROBPAW WT.

What really amazes us is that the above arrests are what Officer Ledman has done BETWEEN answering 911 calls. Officer Ledman led the shift with 1,987 calls. This was 26% more than the shift average of 1,571 calls.

### Quality of Everyday Police Work

Officer Ledman consistently puts forth great effort in every police call he responds to and in every police report he writes. We cannot recall any reports sent back to him for corrections. He consistently gets email praise from prosecutors, sergeants, and other officers. One such example:

15-218493- Robbery/Kidnapping Spree

-Officer Ledman wrote an excellent, very well detailed report on both the event itself and suspect descriptions. -Sgt. Suchta

And another, canvassing. Where many officers write, "Officers canvassed the area and no witnesses were located." Officer Ledman will write:

While other squads were with the shooting victim, I was instructed to begin to canvass the area for witnesses per the instruction of Sgt. McBride. I attempted to make contact with the following addresses with negative results:

- 2958 Sheridan Ave. N. - No one answered the door.
- 2950 Sheridan Ave. N. - No one answered the door.
- 2946 Sheridan Ave. N. - No one answered the door.
- 2942 Sheridan Ave. N. - No one answered the door.
- 2934 Sheridan Ave. N. - No one answered the door.

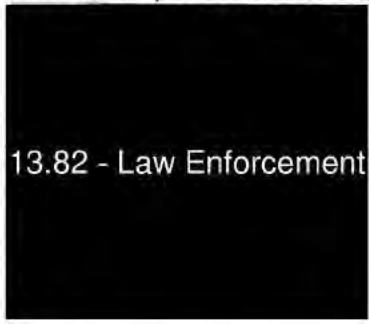
-2930 Sheridan Ave. N. - Spoke to Ruth Brady (Homeowner) - She was woken up by hearing several shots but she never saw anything.

**Respect of One's Peers**

Officer Ledman has been on the department for 8 1/2 years, all on patrol. He voluntarily transferred into the 4<sup>th</sup> Pct. in 2008. As Officer Ledman's supervisors, we constantly receive feedback on him by way of emails, conversations, phone calls, and letters. We know that Officer Ledman is well respected by the rank and file and that the precinct believes he would be a great choice for 2015 Officer of the Year.

**Everyday Efforts to Improve Police Community Relations**

Being on Dogwatch and having **13.43**, it is tough for him to attend community events. However, one thing his supervisors see is how Officer Ledman uses each police contact to strengthen police-community ties. He develops a good rapport in every police contact. Whether it is a bad guy getting caught, they often comment that Officer Ledman is tough, but fair, and they respect him. In citizen contacts, we see positive interaction such as when Officer Ledman went on a detail right out of rollcall to a neighborhood of a recent shooting. The victim was in critical care and the neighborhood on edge. Officer Ledman went door to door to look for witnesses and reassure the residents. One such visited family wrote Officer Ledman a note:



13.82 - Law Enforcement

Chief Arneson even commented, "Thanks for including the positive results from the outreach! Really good stuff"

In another example (See DASLTS 15-464902), an officer brought Officer Ledman's actions to the attention of Sgt. McBride. Officer Ledman had observed a traumatized 5 year old witness a violent domestic assault. It was so violent, and the environment so hostile, that the victim and child had to be removed to another location to be interviewed. Officer Ledman was not the passenger/report writer officer. He observed a Dora puzzle (75 piece) sitting out and asked the 5 year old to sit down and finish it with him while his partner spoke to the victim in another room. When his partner was finished with the call, the partner looked for Officer Ledman and said he was done and ready to go. Officer Ledman

told him he would be out in a minute after they finished the puzzle. It is the little things that count. He did this with no knowledge the event would make its way back to his sergeants 10 days later or anyone else.

In short, we would like to recognize Officer Ledman for his outstanding police work in 2015. We know it is tough decision when 4<sup>th</sup> Precinct has so many good candidates to choose from. It is even much tougher considering it has been such a rough year with all that is happened at the precinct. That is the reason why Officer Ledman is such a good candidate. It is not about how many people he has arrested. It is what he stands for. He continues to work hard, do good quantity and quality of arrests, produce good quality work, has the respect of his peers, and utilizes every police contact to strengthen ties with the community. Officer Ledman is an officer we can take pride in as our Officer of the Year in the 4<sup>th</sup> Precinct. Please recognize him by honoring him with the achievement.

Thank you for your consideration.

Sergeant Steve McBride Badge 4517  
Minneapolis Police Department - 4th Precinct  
Minneapolis, MN 55411  
612-673-5811  
612-290-9092 (Work Cell)

### 13.43 - Personnel Data



**Meuwissen, Caresa M.**

---

**From:** Greaves, Charles  
**Sent:** Sunday, April 03, 2016 9:05 PM  
**To:** Meuwissen, Caresa M.  
**Subject:** FW: Krinke

Filed By CM  
Date 4-7-16

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Caressa,  
Could you put a copy of this email in Daniel Ledman's personnel file please.

---

**From:** Walker, Aimee M.  
**Sent:** Friday, March 18, 2016 8:19 AM  
**To:** Ledman, Daniel P.  
**Cc:** Greaves, Charles  
**Subject:** Krinke

Hi Dan!

Since FTOs don't often get to hear feedback, I thought I would give you some 😊 I met with Krinke. She said she learned a ton from you over the course of the month. She thought you were an awesome FTO and was very appreciative of everything you taught her!

Thanks for doing such a good job with her!

***Sergeant Aimee Walker***  
**Minneapolis Police Department**  
Pre-Service Unit/FTO Coordinator  
4119 Dupont Av N  
Minneapolis, MN 55411  
Cell: 612-919-8836/ 13.43 - Personnel Data  
aimee.walker@minneapolismn.gov

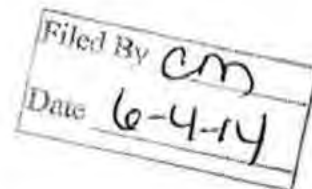


**Minneapolis**  
City of Lakes

**Police Department**

Janeé L. Harteau  
Chief of Police  
350 South 5th Street - Room 130  
Minneapolis MN 55415-1389

612-673-2735  
TTY 612-673-2157



May 12, 2014

Officer Daniel Ledman  
4<sup>th</sup> Precinct

Dear Officer Ledman:

Codefor: Supervisor's Acknowledgement

At the May 8th Codefor Meeting, Inspector Kjos highlighted your focus and proactive enforcement efforts on some of them most violent offenders on the Northside. Your arrests of gang members with guns and 17 persons with outstanding warrants and the number of guns and stolen vehicles recovered are outstanding. Your vigilance and initiative is respected by the public and is a solid example of MPD's finest patrol officers.

We will place a copy of this acknowledgement in your personnel file.

Thanks again for your great work,

Matt Clark  
Assistant Chief of Police



City Information  
and Services

[www.ci.minneapolis.mn.us](http://www.ci.minneapolis.mn.us)

Affirmative Action Employer



**Minneapolis**  
City of Lakes

**Police Department**

Janeé L. Harteau  
Chief of Police  
350 South 5th Street - Room 130  
Minneapolis MN 55415-1389

612-673-2735  
TTY 612-673-2157

January 17, 2014

Officer Daniel Ledman  
4th Precinct

Dear Officer Ledman:

Codefor: Supervisor's Acknowledgement

At the January 16<sup>th</sup> Codefor Meeting, you were highlighted by Inspector Kjos for your focused and proactive police work. Your recent stop of a jaywalker blatantly disobeying traffic laws – which resulted in locating a shotgun on the subject, is an outstanding example of efforts to improve the public safety.

We will place a copy of this acknowledgement in your personnel file.

Thanks again for your great work.

Matt Clark  
Assistant Chief of Police



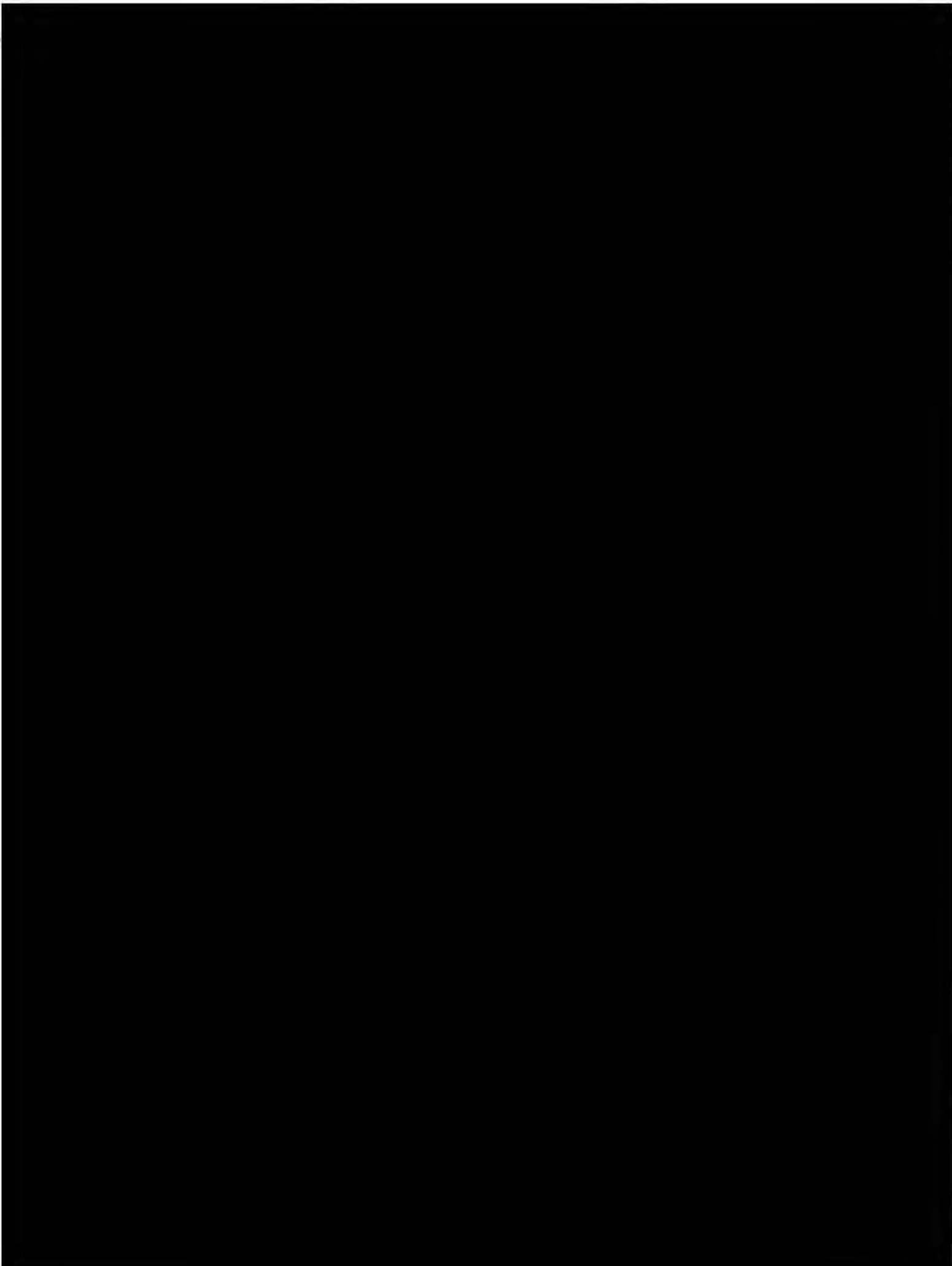
City Information  
and Services

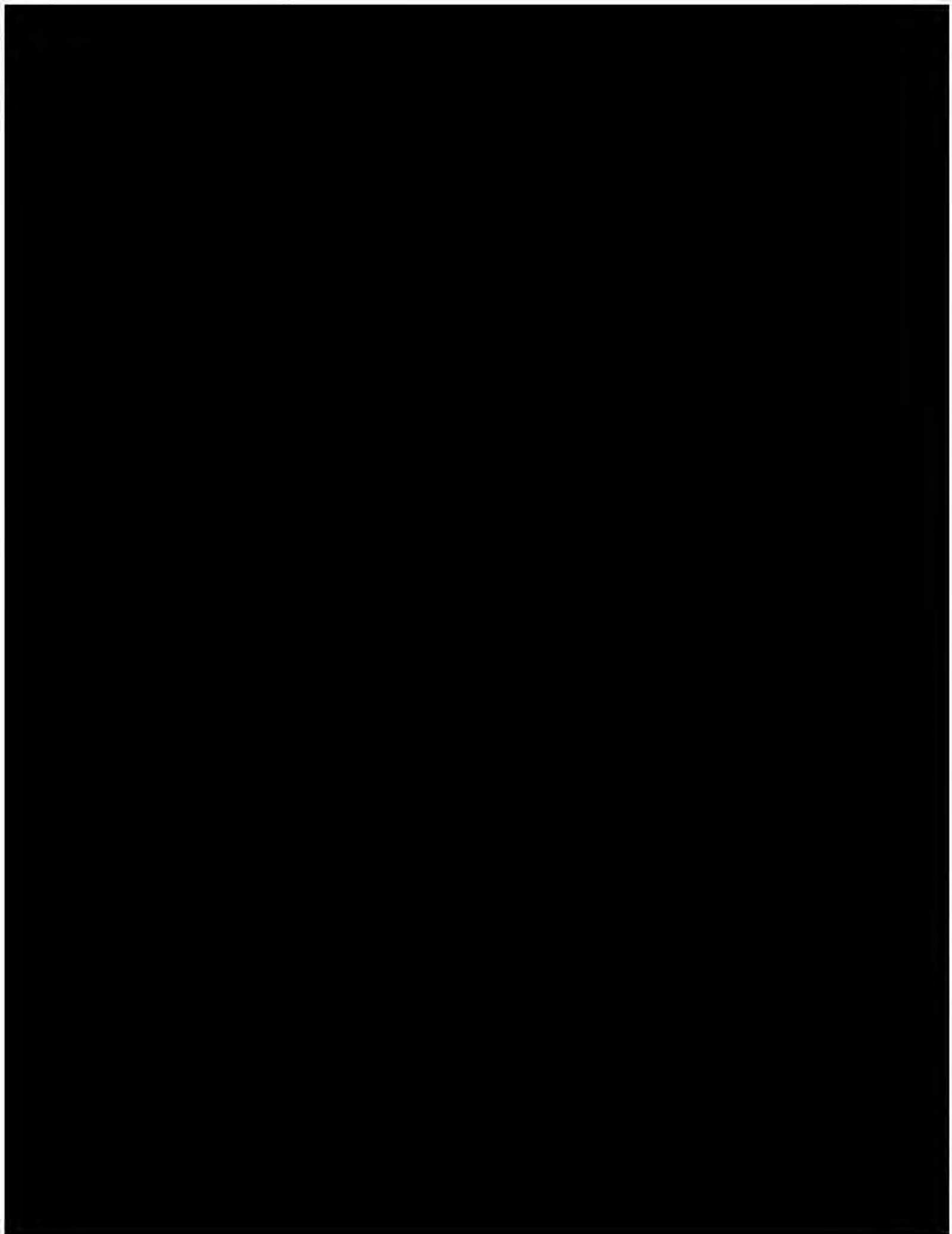
[www.ci.minneapolis.mn.us](http://www.ci.minneapolis.mn.us)

Affirmative Action Employer









13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data



Filed By CM  
Date 7/10/12

**Police Department**

Timothy J. Dolan  
Chief of Police

350 South 5th Street - Room 130  
Minneapolis MN 55415-1389

Office 612 673-2735  
TTY 612 673-2157

**MINNEAPOLIS POLICE DEPARTMENT  
AWARDS COMMITTEE**

**Deputy Chief Scott Gerlicher, Chair  
Inspector Matt Clark, Co-Chair**

**Lt. David Hayhoe Lt. Brad Sporny**

**Sgt. Sean McGinty Sgt. Kurt Mencil Sgt. Calvin Noble (Park PD) Sgt. Mark Sletta Sgt. Jeff York  
Officer Bryon Cross Officer Bruce Johnson Officer Alice White Tracy MacDougall (Civilian)**

**FROM: Minneapolis Police Department Awards Committee  
RE: Recommendation for Departmental Awards**

The MPD Awards Committee met on September 21, 2011 and reviewed the attached recommendation for an award. It is our findings that this recommendation for the award of:

**13.43 - Personnel Data**

The Awards Committee recommended that the Award of [REDACTED] be given to the listed nominee:  
Officer Daniel Ledman. Upon review, Chief Tim Dolan elected instead to award you with the **CHIEF'S AWARD OF MERIT**.

Respectfully submitted: Deputy Chief Scott Gerlicher, MPD Awards Committee Chair.



**\*\* The Chief's Award of Merit will be presented to you at the next award's ceremony. A copy has been sent to Personnel for your file.**

www.ci.minneapolis.mn.us  
Affirmative Action Employer

MPD Award Number: 11-115



# RECOMMENDATION FOR AWARD

NAME OF EMPLOYEE RECOMMENDED FOR AWARD: Officer Daniel Ledman / Melinda Olson	EMPLOYEE NUMBER: 30210	ASSIGNMENT: 4 <sup>th</sup> Pct <b>13.43</b>
RECOMMENDED BY: Officer Paul Gillies	DATE RECOMMENDED: 08-09-2011	CASE CONTROL NUMBER: 11-232371

TYPE OF AWARD RECOMMENDED (NOTE: CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)

## 13.43 - Personnel Data

### 13.43 - Personnel Data

Chief's Award of Merit  
13.43 - Personnel Data

COMMENTS (DESCRIBE INCIDENT, GIVE DETAILS, ETC. - ATTACH DOCUMENTATION IF NECESSARY)

TYPE COMMENTS HERE: On 08/06/2011 Squad 421, Officer Ledman and Officer M, Olson responded to a shots call in the area of 33<sup>rd</sup> AV N and Oliver Av N. This is approx one block from where Officers were shot at on 07/28/2011. Officer had responded to the area and the information was that the suspect had fled the area South and East. Officers Ledman and Olson checked the area and saw 3 males run West bound. Officers drove down the alley and spotted the 3 males, behind an Apt building, Officer got out of the squad and approached when 1 of the parties fled. Officer M, Olson started to chase this suspect on foot. Officer Ledman quickly pat searched and placed the other 2 parties in the squad then assisted his partner. Officer M, Olson aired that they had a suspect fleeing on foot. She was very calm and was giving good directions on the radio which made it easy for assisting squads. During the foot chase Officer M,Olson noticed that the suspect keep readjusting something on his right leg and held his arm tight to his right side. Due to Officer M,Olson experience on the Northside she recognized that the suspect was armed with a gun. Officer M Olson spotted these mannererisms and believed the suspect had a gun yet she still kept chasing the suspect who she believe was armed and could pull the gun out at anytime and shoot her, Officer M,Olson knowing the suspect had a gun and that Officers had just been shot at in this area, kept very calm and gave great direction under a very stressful situation while placing herself in harms way. Due to Officer M,Olson great calm and good directions several squad were able to get in the area and assist in taking the suspect into custody. Officers located the gun the suspect had tossed and the suspect admitted to the investigator that the gun belonged to him. Due to the hard work and determination while in the face of great risk/danger, Officers were able to remove an armed suspect from the street. These actions by officers are worthy of

# 13.43 - Personnel Data

COMMANDING OFFICER: <i>[Signature]</i>	DATE: 8/16/11	REMARKS: GREAT WORK!
MPD AWARDS ROOM (FEE ROOM AND CITY HALL): <i>[Signature]</i>	DATE: 9/21/11	REMARKS:
COMMANDER OF INTERNAL AFFAIRS:	DATE:	EXISTING COMPLAINTS: <input type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD:	DATE:	REMARKS:
CHIEF OF POLICE:	DATE:	REMARKS:
AWARD NUMBER: 11-115	RECOMMENDATION: Chief's Award of Merit	DATE: 9/26/11
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE: PLACED IN PERSONNEL FILE BY:

### CRITERIA FOR AWARDS

**Medal of Honor:** The Medal of Honor may be awarded to a member of the department for an act of outstanding bravery or heroism. Such an act would be characterized by demonstrated unselfishness, courage, the immediate high risk of death or serious physical injury. The award may also be posthumously given to a member who has died while involved in action of demonstrated heroism.

**Medal of Valor:** The Medal of Valor may be awarded to a member of the department for an act of bravery which demonstrated obvious self sacrifice in the face of death or serious physical injury.

**Medal of Commendation:** Medal of Commendation may be awarded to a member of the department for an outstanding police act which brings credit to the department, and is highly recognized by other officers or citizens. This act is characterized by obvious self sacrifice while in the face of personal danger.

**Department Award of Merit:** Department Award of Merit may be awarded to a member of the department for an outstanding act or achievement which brings credit to the department and





**Police Department**

Timothy J. Dolan  
Chief of Police

350 South 5th Street - Room 130  
Minneapolis MN 55415-1389

Office 612 673-2735  
TTY 612 673-2157

**MINNEAPOLIS POLICE DEPARTMENT  
AWARDS COMMITTEE**

**Deputy Chief Scott Gerlicher, Chair  
Inspector Matt Clark, Co-Chair  
Lt. David Hayhoe Lt. Brad Sporny**

**Sgt. Sean McGinty Sgt. Joseph Michal Sgt. Calvin Noble (Park PD) Sgt. Mark Sletta Sgt. Jeff York  
Officer Bryon Cross Officer Bruce Johnson Officer Alice White Tracy MacDougall (Civilian)**

Filed By CM  
Date 7-10-12

**FROM: Minneapolis Police Department Awards Committee**

**RE: Recommendation for Departmental Awards**

The MPD Awards Committee met on 10/26/11 and reviewed the attached recommendation for an award. It is our findings that this recommendation for the award of:



13.43 - Personnel Data

The Committee recommends that the Award of Commendation be given to the listed nominee: Officer Daniel Ledman.

Respectfully submitted: Deputy Chief Scott Gerlicher, MPD Awards Committee Chair.



**\*\* This Award will be presented to you at the next Award's Ceremony on Thursday, November 17, 2011 at 10:00 AM in Room 319 of City Hall. Please RSVP to Nina Doree (673-3556) if you are able to attend or not. A copy has been sent to Personnel for your file.**

www.ci.minneapolis.mn.us  
Affirmative Action Employer

MPD Award Number: 11-26



# RECOMMENDATION FOR AWARD

NAME OF EMPLOYEE RECOMMENDED FOR AWARD: Officer Daniel Ledman	EMPLOYEE NUMBER: #4062	ASSIGNMENT: 4 <sup>th</sup> Precinct <b>13.43</b>
RECOMMENDED BY: Lieutenant Medaria Arradondo	DATE RECOMMENDED: 4/20/2011	CASE CONTROL NUMBER: 11-093002

TYPE OF AWARD RECOMMENDED (NOTE: CRITERIA FOR AWARDS PRINTED ON REVERSE SIDE)

## 13.43 - Personnel Data

COMMENTS (DESCRIBE INCIDENT, GIVE DETAILS, ETC. - ATTACH DOCUMENTATION IF NECESSARY)

TYPE COMMENTS HERE:

## 13.43 - Personnel Data

On April 7<sup>th</sup>, 2011, at 0522 hours, Officer Ledman and his partner while operating squad 421 heard just minutes before dispatch relay information of a carjacking at gunpoint involving a red & white taxicab. Dispatch aired that the possible direction of travel by the armed and dangerous suspect was possibly 94 W from the Lowry Tunnel.

Officer Ledman and his partner used very sound and intelligent police tactics by placing their marked squad car in a safe and discreet area of the direction of travel and waited to see if the suspect would drive past them. Within a short period of time Officer Ledman's partner aired over the radio that he and his partner were behind a red & white taxicab that had just passed their squad car at 94W and 49<sup>th</sup> Ave N. Upon activating their squad car lights and sirens, the taxicab fled from Officer Ledman and his partner at rates of speed that included up to 110 MPH. Officer Ledman who was the driver officer in the pursuit and his partner were now engaged in a high speed pursuit of an armed and dangerous suspect.

The armed suspect driving the stolen taxicab attempted to evade arrest and apprehension by Officer Ledman, his partner, and several other law enforcement officers, by traveling at high rates of speed going through several different jurisdictions including Brooklyn Park and Anoka County. Under very stressful conditions and unpredictable driving actions by the armed suspect, Officer Ledman as the primary pursuit vehicle driver was able to operate his vehicle at high rates of speed in a safe manner however constantly under the awareness of the danger and inherent risks posed to he and his partner by the armed and dangerous suspect fleeing from him.

The armed suspect lead Officer Ledman and his partner on a dangerous high speed pursuit which traveled over several miles, into several jurisdictions, and lasted approximately a half an hour.

The taxicab driven by the armed suspect eventually crashed at N/B 35E near 80<sup>th</sup> St. in Lino Lakes, Minnesota. After crashing the taxicab he carjacked, the armed suspect exited the taxicab pointing a handgun at officers. Officers at the crash scene were able to stop the threat of deadly force against them.

It is my firm belief that Officer Ledman's courage, quick actions, sound tactics, and exceptional pursuit driving techniques under extremely stressful conditions prevented this armed and dangerous suspect from harming the life of Officer Ledman, his partner, fellow law enforcement officers, and the general public.

Furthermore I strongly believe based on his actions that day Officer Ledman demonstrated to the highest degree an act of bravery and self sacrifice in the face of death or serious physical injury and meets the criteria to be awarded the Minneapolis Police Department's

13.43 - Personnel Data

-Respectfully submitted  
Lieutenant Medaria Arradondo

COMMANDING OFFICER: <i>[Signature]</i>	DATE: 4/24/11	REMARKS: GREAT JOB!
MPD AWARDS COMMITTEE (ROOM 110 CITY HALL): <i>[Signature]</i>	DATE: 10/26/11	REMARKS:
COMMANDER OF INTERNAL AFFAIRS: <i>[Signature]</i>	DATE:	EXISTING COMPLAINTS: <input type="checkbox"/> YES <input type="checkbox"/> NO
BUREAU HEAD:	DATE:	REMARKS:
CHIEF OF POLICE:	DATE:	REMARKS:
AWARD NUMBER: 11-26	RECOMMENDATION: Commendation	DATE: 10/26/11
DATE AWARD PRESENTED:	PRESENTED BY:	DATE PLACED IN PERSONNEL FILE:
		PLACED IN PERSONNEL FILE BY:

### CRITERIA FOR AWARDS

**Medal of Honor:** The Medal of Honor may be awarded to a member of the department for an act of outstanding bravery or heroism. Such an act would be characterized by demonstrated unselfishness, courage, the immediate high risk of death or serious physical injury. The award may also be posthumously given to a member who has died while involved in action of demonstrated heroism.

**Medal of Valor:** The Medal of Valor may be awarded to a member of the department for an act of bravery which demonstrated obvious self sacrifice in the face of death or serious physical injury.

**Medal of Commendation:** Medal of Commendation may be awarded to a member of the department for an outstanding police act which brings credit to the department, and is highly recognized by other officers or citizens. This act is characterized by obvious self sacrifice while in the face of personal danger.

**Department Award of Merit:** Department Award of Merit may be awarded to a member of the department for an outstanding act or achievement which brings credit to the department and which involves performance above and beyond that required by the employee's basic work assignment or exceptional professional skill and conduct during a coordinated unit action.

**Unit Citation Award:** Unit Citation Award may be awarded to a precinct, unit, or division, at the discretion of the Chief of Police for exemplary service or a specific action.

**Chief's Award of Merit:** Chief's Award of Merit may be presented to a department member for performance resulting in improved operations, outstanding community service, or substantial savings in organizational costs.