



BISMARCK POLICE DEPARTMENT



January 2, 2017

From: Lieutenant Dwight Offerman

To: Chief Dan Donlin

Re: Annual Analysis of Grievances - **25.1.3**

During 2016 the Bismarck Police Department received 2 formal grievances from our employees. Both of these grievances were filed by the same employee. One of these was against a current Lieutenant and the other against a current Sergeant. An Internal Affairs investigation was conducted on the grievance against the Lieutenant. The other grievance was investigated by the employee's Lieutenant and affected Deputy Chief.

The grievances were both sustained and the Lieutenant and Sergeant each received a Letter of Reprimand from your office.

A handwritten signature in black ink that reads "Dwight Offerman".

DWIGHT OFFERMAN
Lieutenant
Administrative Services