

Unit Assignment History

Close

Assignment(s) for: Luke Kittock

Employee ID Number: 003732

Unit Assignment	Assignment Type	StartDate	EndDate	Name Change
Academy	Primary	5/8/2023	6/3/2023	
Pct 5 Dogwatch	Primary	6/4/2023	7/15/2023	
FTO Program	Secondary	6/4/2023	9/9/2023	
Pct 1 Dogwatch	Primary	7/16/2023	9/9/2023	
Pct 1 Middlewatch	Primary	9/10/2023		
Mobile Field Force	Secondary	10/30/2023		



Serving Community.
Building Careers.

Police Department – Brian O’Hara, Chief of Police
350 S. Fifth St. - Room 130
Minneapolis, MN 55415

April 19, 2023

Luke Kittock

13.43 - Personnel Data

Dear Luke,

Congratulations on your new position and welcome to the City of Minneapolis! We are glad you have chosen to bring your talents to our organization, where we pride ourselves on providing top-notch service to residents, businesses and visitors to our City. Your contributions will help ensure Minneapolis remains at the forefront of vibrant and innovative cities. I am pleased to extend a final job offer to you, for the position of Lateral Police Officer with the Minneapolis Police Department. You have passed all the requirements necessary for entrance into our Police Academy.

Salary: With your prior sworn law enforcement experience, you will begin at **Step 5** on our salary schedule, which is **\$41.794** per hour. Thereafter, eligibility for subsequent step progression shall be as established by the Labor Agreement, assuming successful completion of performance requirements. City employees are paid bi-weekly. You will receive your first or partial paycheck on **June 2, 2023**.

Probation: Your probationary period will end upon having served 12 months as a sworn Police Officer with MPD. The primary objectives of a probationary period are training and evaluation of your Job performance. You shall also receive Informal review and feedback of your performance.

Vacation: Vacation time is determined on the basis of continuous years of service. You are eligible for 96 hours of vacation in your first year. Vacation leave balances can be carried over from year-to-year up to a maximum of 400 hours. You will be eligible to use accrued vacation after 6 months of service.

Holidays: Full time employees receive twelve (12) paid holidays per year (New Year’s Day, Martin Luther King Day, President’s Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous Peoples Day (aka Columbus Day), Veterans Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.)

Sick Leave: Full time employees earn up to 96 hours per year. Sick leave balances can be carried over from year-to-year. You may begin to use sick leave as you accrue sick leave.

Union: Your job classification is represented by the Police Officers Federation. Their main number is 612-788-8444. You can review your contract at <http://www.minneapolismn.gov/hr/laboragreements/index.htm>.

Healthcare: You will be eligible for benefits and City paid contributions towards the cost of medical, dental, and life insurance plans effective June 1, 2023. Please visit <http://www.ci.minneapolis.mn.us/hr/benefits/index.htm> for more detailed plan information. You may also contact our Benefit Division at 612-673-2282 for assistance with your benefit questions.

Pension: Enrollment in the Public Employees Retirement Association (PERA) Coordinated Plan is automatic. Currently the City’s contribution rate is 7.50% and the employee’s rate is 6.50%.

Revised July, 2022

Orientation: Monday, May 8, 2023 - Please report to the MPD Strategic Operations Center located at 4119 DuPont Avenue North, Minneapolis, no later than 0800 hours. Come dressed in business attire and bring the following documents and equipment:

- Driver's license
- Social Security Card or Birth Certificate
- 2 blank checks (one for POST and one for direct deposit)
- Marriage Certificate (if married)
- Dependent Birth Certificate (if you have children)
- Eligible Dependents Supporting Documentation (see attachment Eligible Dependents and Supporting Documentation)
- Pen and Paper

Please note that you are also required to present the original documents to prove your identity and authorization to work in the United States on your first day of employment.

Identity verification and employment eligibility to work in the United States is now processed through Equifax with E-Verify. This is a paperless process in which you will complete section 1 of the I-9 form online, prior to your first day:

- Log onto www.newI9.com to complete section 1 of the I-9 Form
- Use employer code **11468**
- In the "Employment Date" field, enter your start date at the City
- You will see a link for instructions once you have signed in

Human Resources Representatives will be in attendance on your first day to provide you with helpful information, to answer questions, and to complete the remainder of your employee paperwork.

Uniforms and Equipment: See enclosed provided document.

Contacts: If you have questions or concerns, feel free to call either of the following:

- Lieutenant Molly Fischer, (612) 919-9264
- Christine Wodahl, Human Resources Representative (612) 439-9455

This is an exciting time in law enforcement and with the City of Minneapolis! We look forward to seeing you on your first day with the Minneapolis Police Department.

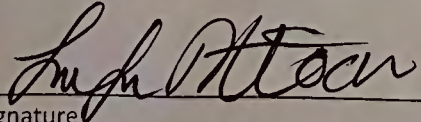
Sincerely,

Brian O'Hara

Brian O'Hara
Chief of Police
Minneapolis Police Department

Cc: Employee Personnel file
Dept. HRIS administrator

I have reviewed this offer of employment with the City of Minneapolis and accept the terms and conditions outlined herein.


Signature

04/20/2023
Date

LUKE KITTOCK

13.43 - Personnel Data

EXPERIENCE

AUGUST 2017 – CURRENT

POLICE OFFICER, METRO TRANSIT POLICE

- Respond to emergency calls on light rails, buses and park and rides
- Investigate crimes
- Educate citizens about transit laws
- Respond to court issued subpoenas
- Make arrests and complete charging paperwork

DECEMBER 2014 – AUGUST 2017

POLICE OFFICER, MILWAUKEE POLICE

- Respond to emergency calls throughout the city
- Investigate crimes
- Educate citizens on laws and city ordinances
- Respond to court issued subpoenas
- Make arrests and complete charging paperwork

EDUCATION

SEPTEMBER 2009

BACHELOR OF SCIENCE, LAW ENFORCEMENT, METROPOLITAN STATE UNIVERISTY

MAY 2006

TRANSFER STUDENT, NORMANDALE COLLEGE

SKILLS

13.43 - Personnel Data



Employee Portfolio

Employee	Kittock, Luke (003732)	From	05/29/2000	To	05/29/2025
	0.00	Training Category Hours	107.5	Salary Incentive	0.00

Training Records											
Session Title	Training Records	Start Date Attended	End Date Attended	Total Hours	Grade	Result	Salary Incentive	Certificate Attached	Completion Date	Date of Expiration	Status
2024 CIT Refresh-Group 7	CIT	07/08/2024 12:00 PM	07/08/2024 09:00 PM	8 hours			--	No			N/A
2024 *POSTPONED* BRRT (Bicycle Rapid Response Team) Spring Certification Training Program	Bike/BRR T	06/04/2024 08:00 AM	06/07/2024 06:00 PM	36 hours			--	No			N/A
2024 Crowd Management Training 2nd Quarter	Mobile Field Force	04/09/2024 08:00 AM	04/09/2024 04:00 PM	7 hours	Pass		--	Yes			N/A
2024 Crowd Management Training 1st Quarter	Mobile Field Force	01/02/2024 08:00 AM	01/02/2024 04:00 PM	7 hours	Pass		--	Yes			N/A
2023 Taser 7 Annual Recertification - Dogwatch	Taser	08/28/2023 04:00 PM	08/29/2023 12:00 AM	8 hours	Pass		--	Yes			N/A
2023 VALOR Initiative- Safer Together	Classroom	07/11/2023 04:00 PM	07/12/2023 12:00 AM	8 hours	Pass		--	Yes			N/A
2023 FEMA IS-200.C: Basic Incident Command System for Initial Response	ICS	06/23/2023 12:00 AM	06/23/2023 12:00 AM	4 hours	Pass		--	Yes	06/23/2023 12:00 AM	06/23/2026 12:00 AM	Active





Employee Portfolio

Training Records											
Session Title	Training Records	Start Date Attended	End Date Attended	Total Hours	Grade	Result	Salary Incentive	Certificate Attached	Completion Date	Date of Expiration	Status
2023 FEMA IS-800.D: National Response Framework, An Introduction	ICS	06/23/2023 12:00 AM	06/23/2023 12:00 AM	3 hours	Pass		--	Yes	06/23/2023 12:00 AM	06/23/2026 12:00 AM	Active
2023 FEMA ICS-100.C: Introduction to the Incident Command System	ICS	06/17/2023 12:00 AM	06/17/2023 12:00 AM	2 hours	Pass		--	Yes	06/17/2023 12:00 AM	06/17/2026 12:00 AM	Active
2023 FEMA IS-700.B: An Introduction to the National Incident Management System	ICS	06/17/2023 12:00 AM	06/17/2023 12:00 AM	3 hours 30 minutes	Pass		--	Yes	06/17/2023 12:00 AM	06/17/2026 12:00 AM	Active
2023 MPD - Tire Deflation Device Training (Pursuit Prevention Tools) - COMET	Traffic & Vehicular Stops	05/26/2023 12:00 AM	05/26/2023 12:00 AM	30 minutes	Pass		--	No			N/A
2023 Introduction to Emergency Management and Preparedness - COMET	ICS	05/26/2023 12:00 AM	05/26/2023 12:00 AM	1 hours	Pass		--	No			N/A
2023 Academy Taser 7 Annual Recertification Lateral	Taser	05/15/2023 12:00 PM	05/15/2023 04:00 PM	4 hours	Pass		--	Yes			N/A
2023-2 Lateral Orientation	Academy	05/08/2023 12:00 AM	06/02/2023 12:00 AM				--	No			N/A





Firearm Qualifications

Session Title	Training Records	Start Date Attended	End Date Attended	Total Hours	Salary Incentive	Certificate Attached	Status
2024 Patrol Rifle - New Operator	Range	05/13/2024 08:00 AM	05/16/2024 06:00 PM	32 hours	--	Yes	N/A
2024 Handgun Annual Qualification- Mid Shift Only	Range	02/07/2024 05:00 PM	02/07/2024 06:30 PM	1 hours 30 minutes	--	Yes	N/A
2023 Handgun Development Course	Range	10/27/2023 09:00 AM	10/27/2023 05:00 PM	8 hours	--	Yes	N/A
2024 Handgun Development-Mid Shift	Range				--	No	N/A

Exam Results

Session Title	Training Records	Date of Exam	Total Hours	Grade	Result	Salary Incentive	Certificate Attached	Completion Date	Date of Expiration	Status
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Issued Equipment



13.43 - Personnel Data





Issued Equipment

Title	Training Records	Serial Number	Quantity	Received Date	Returned Date	Date of Acknowledgement	Date of Expiration	Status
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13.43 - Personnel Data

Videos/Resources

Title	Training Records	View By Date	Viewed Date	Date of Expiration	Status
2024 MPD Use of Force Levels Coursework	In-Service	12/31/2024 12:00 AM			N/A
2024 Slumper Training Video	Traffic & Vehicular Stops	06/11/2024 12:00 AM		12/31/2024 12:00 AM	Active
2024 MPD Mobile Radio Training	Classroom	04/29/2024 12:00 AM	04/29/2024 05:08 PM		N/A

Attachments

Title	Category	Description	Attachments Date
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Exams

Test Code	Session Title	Test Type	Date of Test	Remaining Duration	Grade	Result	Salary Incentive	Test Expiration Date	Status
1069	2024 MPD Use of Force Levels Assessment	Online Test	02/04/2024 12:06 AM	0 HH 37 MM	13.43	PASSED	--	N/A	N/A
1045	2023 Taser 7 Re-Certification Operator Assessment	Online Test	08/28/2023 10:16 PM	1 HH 49 MM		PASSED	--	N/A	N/A
1038	2023 CPR-AED Exam	Online Test	07/20/2023 04:23 AM	0 HH 58 MM		FAILED	--	N/A	N/A
1038	2023 CPR-AED Exam	Online Test	07/20/2023 04:28 AM	0 HH 58 MM		PASSED	--	N/A	N/A
1035	Manual Exam 6 Lateral	Online Test	05/26/2023 03:24 PM	0 HH 57 MM		PASSED	--	N/A	N/A
1034	Manual Exam 5 Lateral	Online Test	05/24/2023 04:06 PM	0 HH 41 MM		PASSED	--	N/A	N/A
1032	Manual Exam 4 Lateral	Online Test	05/23/2023 04:37 PM	0 HH 50 MM		PASSED	--	N/A	N/A





Exams									
Test Code	Session Title	Test Type	Date of Test	Remaining Duration	Grade	Result	Salary Incentive	Test Expiration Date	Status
1031	2022 Use of Force Policy Exam	Online Test	05/19/2023 08:04 PM	0 HH 51 MM	13.43	PASSED	--	N/A	N/A
1030	Manual Exam 3 Lateral	Online Test	05/19/2023 07:48 PM	0 HH 44 MM		PASSED	--	N/A	N/A
1029	Manual Exam 2 Lateral	Online Test	05/12/2023 04:57 PM	0 HH 55 MM		PASSED	--	N/A	N/A
1028	Manual Exam 1 Lateral	Online Test	05/10/2023 07:50 PM	0 HH 55 MM		PASSED	--	N/A	N/A

Training Request					
Record Identifier	Title	Created By	Created For	Created Date	Status

Self-Entered Training Records							
Title	Training Records	Start Date	End Date	Total Hours	Grade	Result	Salary Incentive

Field Training Records				
Report Type	Sub Report Type	Report Date	Phase	Day Of Training
Call Log Entries		06/07/2023	1	1
Call Log Entries		06/07/2023	1	1
Call Log Entries		06/07/2023	1	1
Call Log Entries		06/07/2023	1	1
Call Log Entries		06/08/2023	1	2
Call Log Entries		06/08/2023	1	2
Call Log Entries		06/10/2023	1	4
Call Log Entries		06/10/2023	1	4
Call Log Entries		06/25/2023	2	11
Call Log Entries		06/25/2023	2	11
Call Log Entries		06/26/2023	2	12
Call Log Entries		06/26/2023	2	12





Field Training Records				
Report Type	Sub Report Type	Report Date	Phase	Day Of Training
Call Log Entries		06/26/2023	2	12
Call Log Entries		06/27/2023	2	13
Call Log Entries		06/27/2023	2	14
Call Log Entries		06/27/2023	2	14
Call Log Entries		06/27/2023	2	14
Call Log Entries		06/11/2023	2	5
Call Log Entries		06/14/2023	2	6
Call Log Entries		06/16/2023	2	7
Call Log Entries		06/16/2023	2	7
Call Log Entries		06/16/2023	2	7
Call Log Entries		06/17/2023	2	8
Call Log Entries		06/17/2023	2	8
Call Log Entries		07/20/2023	3	10
Call Log Entries		07/20/2023	3	10
Call Log Entries		07/18/2023	3	11
Call Log Entries		07/18/2023	3	11
Call Log Entries		07/18/2023	3	11
Call Log Entries		07/20/2023	3	12
Call Log Entries		07/20/2023	3	12
Call Log Entries		07/21/2023	3	13
Call Log Entries		07/21/2023	3	13
Call Log Entries		07/21/2023	3	13
Call Log Entries		07/25/2023	3	14
Call Log Entries		07/05/2023	3	2
Call Log Entries		07/05/2023	3	2
Call Log Entries		07/05/2023	3	2
Call Log Entries		07/06/2023	3	3





Field Training Records				
Report Type	Sub Report Type	Report Date	Phase	Day Of Training
Call Log Entries		07/06/2023	3	3
Call Log Entries		07/07/2023	3	4
Call Log Entries		07/07/2023	3	4
Call Log Entries		07/07/2023	3	4
Call Log Entries		07/14/2023	3	6
Call Log Entries		07/14/2023	3	6
Call Log Entries		07/14/2023	3	7
Call Log Entries		07/14/2023	3	7
Call Log Entries		07/16/2023	3	8
Call Log Entries		07/16/2023	3	8
Call Log Entries		07/17/2023	3	9
Call Log Entries		07/17/2023	3	9
Call Log Entries		07/17/2023	3	9
Call Log Entries		07/26/2023	4	1
Call Log Entries		08/08/2023	4	10
Call Log Entries		08/14/2023	4	11
Call Log Entries		07/27/2023	4	2
Call Log Entries		07/29/2023	4	3
Call Log Entries		07/29/2023	4	4
Call Log Entries		07/29/2023	4	4
Call Log Entries		07/30/2023	4	5
Call Log Entries		08/05/2023	4	6
Call Log Entries		08/05/2023	4	6
Call Log Entries		08/06/2023	4	7
Call Log Entries		08/06/2023	4	8
Call Log Entries		08/08/2023	4	9
Call Log Entries		08/08/2023	4	9





Field Training Records				
Report Type	Sub Report Type	Report Date	Phase	Day Of Training
Call Log Entries		08/10/2023	7	1
Call Log Entries		08/30/2023	7	10
Call Log Entries		08/14/2023	7	2
Call Log Entries		08/15/2023	7	3
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/16/2023	7	4
Call Log Entries		08/22/2023	7	6
Call Log Entries		08/22/2023	7	7
Call Log Entries		08/22/2023	7	7
Call Log Entries		08/23/2023	7	8
Call Log Entries		08/24/2023	7	9
Call Tracking Log		08/30/2023	1	
Call Tracking Log		08/30/2023	2	
Call Tracking Log		08/30/2023	3	
Call Tracking Log		08/30/2023	4	





Field Training Records				
Report Type	Sub Report Type	Report Date	Phase	Day Of Training
Call Tracking Log		08/30/2023	7	
DOR	DOR	06/07/2023	2	1
DOR	DOR	06/24/2023	2	10
DOR	DOR	06/25/2023	2	11
DOR	DOR	06/26/2023	2	12
DOR	DOR	06/27/2023	2	13
DOR	DOR	06/27/2023	2	14
DOR	DOR	06/08/2023	2	2
DOR	DOR	06/09/2023	2	3
DOR	DOR	06/10/2023	2	4
DOR	DOR	06/11/2023	2	5
DOR	DOR	06/14/2023	2	6
DOR	DOR	06/16/2023	2	7
DOR	DOR	06/17/2023	2	8
DOR	DOR	06/18/2023	2	9
DOR	DOR	06/30/2023	3	1
DOR	DOR	07/20/2023	3	10
DOR	DOR	07/18/2023	3	11
DOR	DOR	07/20/2023	3	12
DOR	DOR	07/21/2023	3	13
DOR	DOR	07/25/2023	3	14
DOR	DOR	07/05/2023	3	2
DOR	DOR	07/06/2023	3	3
DOR	DOR	07/07/2023	3	4
DOR	DOR	07/07/2023	3	5
DOR	DOR	07/14/2023	3	6
DOR	DOR	07/14/2023	3	7





Field Training Records				
Report Type	Sub Report Type	Report Date	Phase	Day Of Training
DOR	DOR	07/16/2023	3	8
DOR	DOR	07/17/2023	3	9
DOR	DOR	07/26/2023	4	1
DOR	DOR	08/08/2023	4	10
DOR	DOR	07/27/2023	4	2
DOR	DOR	07/29/2023	4	3
DOR	DOR	07/29/2023	4	4
DOR	DOR	07/30/2023	4	5
DOR	DOR	08/05/2023	4	6
DOR	DOR	08/06/2023	4	7
DOR	DOR	08/06/2023	4	8
DOR	DOR	08/08/2023	4	9
DOR	DOR	08/14/2023	7	1
DOR	DOR	08/30/2023	7	10
DOR	DOR	08/14/2023	7	2
DOR	DOR	08/15/2023	7	3
DOR	DOR	08/16/2023	7	4
DOR	DOR	08/15/2023	7	5
DOR	DOR	08/22/2023	7	6
DOR	DOR	08/22/2023	7	7
DOR	DOR	08/23/2023	7	8
DOR	DOR	08/24/2023	7	9
DOR Tracking		08/30/2023	2	
DOR Tracking		08/30/2023	3	
DOR Tracking		08/30/2023	4	
DOR Tracking		08/30/2023	7	





Training Plans				
Title	Due Date	Completion Date	Reminder	Completed



Contact Information -- Person ID: 6077335

Name: Luke E Kittock Address:

Home Phone: 13.43 - Personnel Data Alternate Phone:
 Email: 13.43 - Personnel Data

13.43 - Personnel Data

Personal Information

Driver's License:
 Can you, after employment, submit proof of your legal right to work in the United States?
 What is your highest level of education?

13.43 - Personnel Data
 Bachelor's Degree

Education

Professional

Metro Transit Recruit Academy
 8/2017 - 10/2017
 Minneapolis, Minnesota

Did you graduate: Yes
 Major/Minor:
 Degree Received: Certification

Professional

Milwaukee Police Recruit Academy
 12/2014 - 6/2015
 Milwaukee, Wisconsin

Did you graduate: Yes
 Major/Minor:
 Degree Received: Certification

College/University

Metropolitan State University
<http://www.metrostate.edu/>
 8/2006 - 9/2009
 Saint Paul, Minnesota

Did you graduate: Yes
 Major/Minor: Law Enforcement
 Units Completed: 80 Semester
 Degree Received: Bachelor's

Professional

Center for Criminal Justice and Law Enforcement
<http://www.minneapolis.edu/>
 5/2009 - 7/2009
 Saint Paul, Minnesota

Did you graduate: Yes
 Major/Minor: Law Enforcement
 Units Completed: 9 Semester
 Degree Received: Certification

College/University

Normandale College
<http://www.normandale.edu/>
 1/2005 - 5/2006
 Bloomington, Minnesota

Did you graduate: No
 Major/Minor: Law Enforcement
 Units Completed: 36 Semester
 Degree Received: Other

High School

Lakeville North High School
<http://www.lnhs.isd194.k12.mn.us/>
 9/2001 - 6/2004
 Lakeville, Minnesota

Did you graduate: Yes
 Highest Level Completed: 12
 Did you receive a GED? No
 Degree Received: High School Diploma

Work Experience

A set night patrol
 4/2021 - Present

Brooklyn Park Police Department
 5400 85th Ave N
 Brooklyn Park, Minnesota 55443
 763-452-8557

Hours worked per week: 80
 # of Employees Supervised: 0
 Name of Supervisor: Ben Bierbaum - Sgt A Set nights
 May we contact this employer?
13.43

Duties

Respond to emergency calls
 Investigate crimes
 Educate citizens
 Arrest individuals breaking local and state statutes
 Respond to court issued subpoenas
 Protect life and property

Reason for Leaving**13.43 - Personnel Data**

**Police Officer/FTO/Academy PT Developer
 Instructor/Mobile field force instructor/less lethal
 operato**

8/2017 - 4/2021

Metro Transit Police Department
 Metrotransit.org/police
 560 6th ave N
 Minneapolis, Minnesota 55411
 (612)349-7200

Hours worked per week: 40
 Name of Supervisor: Sgt. Dave
 Lund - Sergeant Mid Shift West
 Command

May we contact this employer?

13.43

Duties

Field training officer
 Respond to emergency calls on the light rails, buses, park and rides and shelters
 Investigate crimes
 Educate citizens
 Mobile field force call outs
 Mobile field force instruction
 Academy PT
 CSO Mentor
 Arrest individuals breaking local and state statutes
 Maintain safety aboard all Metro Transit systems
 Respond to court issued subpoenas
 Work actively with local law enforcement agencies
 Protect life and property related to transit systems

Reason for Leaving**13.43 - Personnel Data**

Police Officer Patrol/IPMBA trained

12/2014 - 8/2017

City of Milwaukee, Milwaukee Police Department
 Assigned to 2nd District, 245 W Lincoln Ave
 Milwaukee, Wisconsin 53207
 414-935-7222

Hours worked per week: 40
 # of Employees Supervised: 0
 Name of Supervisor: Sgt. Hollis
 Smith - Sgt. of Late Power
 patrol officers

May we contact this employer?

13.43

Duties

Combat auto thefts
 Fight crime
 Enforce laws
 Educate citizens
 Work with DA's on charging cases
 Protect life and property
 Respond to emergency situations
 Investigate crimes

Reason for Leaving

13.43 - Personnel Data

Juvenile Detention Officer

9/2014 - 11/2014

Anoka County Secure (ACS)
7545 S 4th Ave
Lino Lakes, Minnesota 55014
651-783-7624

Hours worked per week: 40
of Employees Supervised: 0
Name of Supervisor: John
Emmel - ACS Manager
May we contact this employer?

13.43

Duties

Monitor inmates
Enforce correctional facility rules
Ensure inmate safety
Book in new inmates

Reason for Leaving

13.43 - Personnel Data

Community Corrections Officer/STS Lawns Crew Leader

3/2013 - 9/2014

Anoka County Corrections
3300 4th Avenue Anoka, Minnesota
Anoka, Minnesota 55303
(763) 712-2230

Hours worked per week: 29
of Employees Supervised: 0
Name of Supervisor: Kurt
Wosmek - Community
Corrections Supervisor
May we contact this employer?

13.43

Duties

Supervise 4-7 violent/non violent offenders in the community as an STS Work Crew Leader
Enforce facility rules and maintain security
Supervise offenders in daily living routines
Monitor movement and activities
Exercise disciplinary control over offenders and write violation reports

Reason for Leaving

13.43 - Personnel Data

Reserve Officer

2/2011 - 12/2013

Minneapolis Police Department
4119 Dupont Ave N
Minneapolis, Minnesota 55412
(612) 673-3350

Hours worked per week: 10
of Employees Supervised: 0
Name of Supervisor: Joe Early
- Sergeant
May we contact this employer?

13.43

Duties

Direct traffic and crowd control at Minneapolis block parties, parades, sporting events at the U of M, and community gatherings
Maintain positive, visible law enforcement presence at Minneapolis events
Respond to reports of crime with officer assistance

Reason for Leaving

13.43 - Personnel Data

Public Safety and Security

5/2013 - 9/2013

Hours worked per week: 24
of Employees Supervised: 0

Three Rivers Park District Police Dept
12615 Rockford Rd
Plymouth, Minnesota 55441
(763) 294-2000ext.7728

Name of Supervisor: Andy Blau
- Park Security and Nightwatch
Supervisor

May we contact this employer?
13.43

Duties

Provide security for weddings and other events
Supervise anywhere from 50-200 guests at a time
Provide patrol services for campgrounds
Enforce local, state and park ordinances
Educate public on proper use of park systems
Back up officers on calls

Reason for Leaving

13.43 - Personnel Data

Day Patrol Supervisor/Southdale Medical Officer
4/2008 - 12/2012

Hannon Security Services
<http://www.hannonsecurity.com/hannon/>
9036 Grand Ave S
Bloomington, Minnesota 55420
(952) 881-5865

Hours worked per week: 40
Name of Supervisor: Bob Kent
- Partrol Manager
May we contact this employer?

13.43

Duties

Promoted in 2010 to a Supervisor
Responded to and documented reports of crime
Administered first aid to injured citizens
Monitored two health care buildings for safety hazards
Monitored parking areas for illegal parking activity, and assisted with towing vehicles
Maintained a positive officer presence

Reason for Leaving

13.43 - Personnel Data

Sales Assistant
10/2007 - 4/2008

Replay Music
1254 County Rd 42
Burnsville, Minnesota 55336
(952) 412-6721

Hours worked per week: 10
Name of Supervisor: Jason
Reinhart - Store manager
May we contact this employer?

13.43

Duties

Bought and sold new and used cds, dvds and video games
Alphabetized and organized product on sales floor
Assisted customers with store purchases

Reason for Leaving

13.43 - Personnel Data

Meal Delivery Driver
8/2007 - 2/2008

Meals on Wheels
12921 Nicollet Ave S
Burnsville, Minnesota 55306
(952) 835-1665

Hours worked per week: 6
of Employees Supervised: 0
Name of Supervisor: Susan -
Meals on wheels Chapter
Director
May we contact this employer?

13.43

Duties

Delivered hot meals to those in need once a week.

Reason for Leaving**13.43 - Personnel Data****Armed Patrol officer**

1/2007 - 8/2007

Interstate Security Services
1319 Ridgedale Dr.
Minnetonka, Minnesota 55305
(952) 278-1501

Hours worked per week: 15
Name of Supervisor: Lincoln
Leflore - Company supervisor
May we contact this employer?

13.43**Duties**

Carried a firearm while inspecting clients properties
Door ID check
Trespassed or arrested individuals as needed
Completed daily inspection reports

Reason for Leaving**13.43 - Personnel Data****Uniformed patrol officer**

4/2006 - 1/2007

Wolf Protective Agency
10732 Hanson Blvd
Coon Rapids, Minnesota 55433
(612) 964-0232

Hours worked per week: 40
of Employees Supervised: 0
Name of Supervisor: Walter
Treptow - Corporal
May we contact this employer?

13.43**Duties**

Provided security for apartment buildings
Escorted unwanted persons off of client properties
Called for emergency services when needed
Completed daily inspection logs and incident reports

Reason for Leaving**13.43 - Personnel Data****Uniformed Flex Officer**

9/2004 - 2/2006

General Security Services Corp.
<http://www.gssc.net/>
9110 Meadow view Rd
Bloomington, Minnesota 55420
(952) 858-5000

Hours worked per week: 40
of Employees Supervised: 0
Name of Supervisor: Doug
Lemp - Flex officer supervisor
May we contact this employer?

13.43**Duties**

Provided access control for clients properties
Escorted clientele while on clients properties
Monitored CCTV cameras for illegal activity
Completed daily inspection reports for clients

Reason for Leaving**13.43 - Personnel Data****tire and oil sales**

7/2004 - 9/2004

Hours worked per week: 10
of Employees Supervised: 0

Walmart
7835 150th St W
Apple Valley, Minnesota 55124
(952) 431-2944

Duties

Checked in oil and tire customers
Attempted to sell upgrades to customers
Assisted customers with tire and oil purchases

Reason for Leaving

13.43 - Personnel Data

Name of Supervisor: unknown
- tire and oil manager
May we contact this employer?

13.43

Sales Assistant

3/2004 - 7/2004

Pilgrim Dry Cleaners
<http://www.pilgrimdrycleaners.com/>
17430 Kenwood Trl
Lakeville, Minnesota 55044
(952) 898-3688

Duties

Bagged and tagged customers clothing
Customer service
Alphabetized customers clothing

Reason for Leaving

13.43 - Personnel Data

Hours worked per week: 10
of Employees Supervised: 0
Name of Supervisor: Val Kemp
- Store manager
May we contact this employer?

13.43

Pizza Delivery

12/2003 - 3/2004

Pizza Man
16275 Ipava Ave
Lakeville, Minnesota 55044
(952) 892-0222

Duties

Delivered pizzas
Cleaned dishes

Reason for Leaving

13.43 - Personnel Data

Hours worked per week: 10
of Employees Supervised: 0
Name of Supervisor: Unknown -
store manager
May we contact this employer?

13.43

Battery technician

11/2002 - 12/2003

Batteries Plus
<http://www.batteriesplus.com/>
9840 Lyndale Ave S
Bloomington, Minnesota 55420
(952) 881-0747

Duties

Rebuild and repair battery packs
Installed car batteries
Assist customers with battery needs
Open and close store on weekends

Hours worked per week: 25
Name of Supervisor: Randy
Mannum - Store manager
May we contact this employer?

13.43

Reason for Leaving

13.43 - Personnel Data

Home goods stocker

5/2000 - 6/2000

Tj Maxx
14150 Nicollet Avenue # 1
Burnsville, Minnesota 55337
(952) 892-8820

Hours worked per week: 10
of Employees Supervised: 0
Name of Supervisor: unknown
- home goods supervisor
May we contact this employer?

13.43

Duties

Re-stocked home goods area
Assisted in cleaning store

Reason for Leaving

13.43 - Personnel Data

house keeping

6/1999 - 7/1999

Americinn Hotel
17145 Kenyon Avenue
Lakeville, Minnesota 55044
(952) 892-5422

Hours worked per week: 5
of Employees Supervised: 0
Name of Supervisor: unknown -
housekeeping manager
May we contact this employer?

13.43

Duties

Cleaned hotel rooms

Reason for Leaving

13.43 - Personnel Data

Sales Assistant

5/1999 - 5/1999

Disons Dry Cleaners
17400 Kenwood Trail
Lakeville, Minnesota 55044
(952) 892-5955

Hours worked per week: 5
of Employees Supervised: 0
Name of Supervisor: unknown -
store manager
May we contact this employer?

13.43

Duties

Assisted customers in sales

Reason for Leaving

13.43 - Personnel Data

Certificates and Licenses

13.43 - Personnel Data

13.43 - Personnel Data

Skills

13.43 - Personnel Data

Additional Information

Personal

13.43 - Personnel Data

References

13.43 - Personnel Data

Resume

Text Resume

City of Minneapolis has chosen not to collect this information for this job posting.

Attachments

Agency-Wide Questions

1. Q: Have you ever been employed by the City of Minneapolis?

A: No -- I have never been employed by the City

2. Q: For City of Minneapolis employees, in which department do you work?

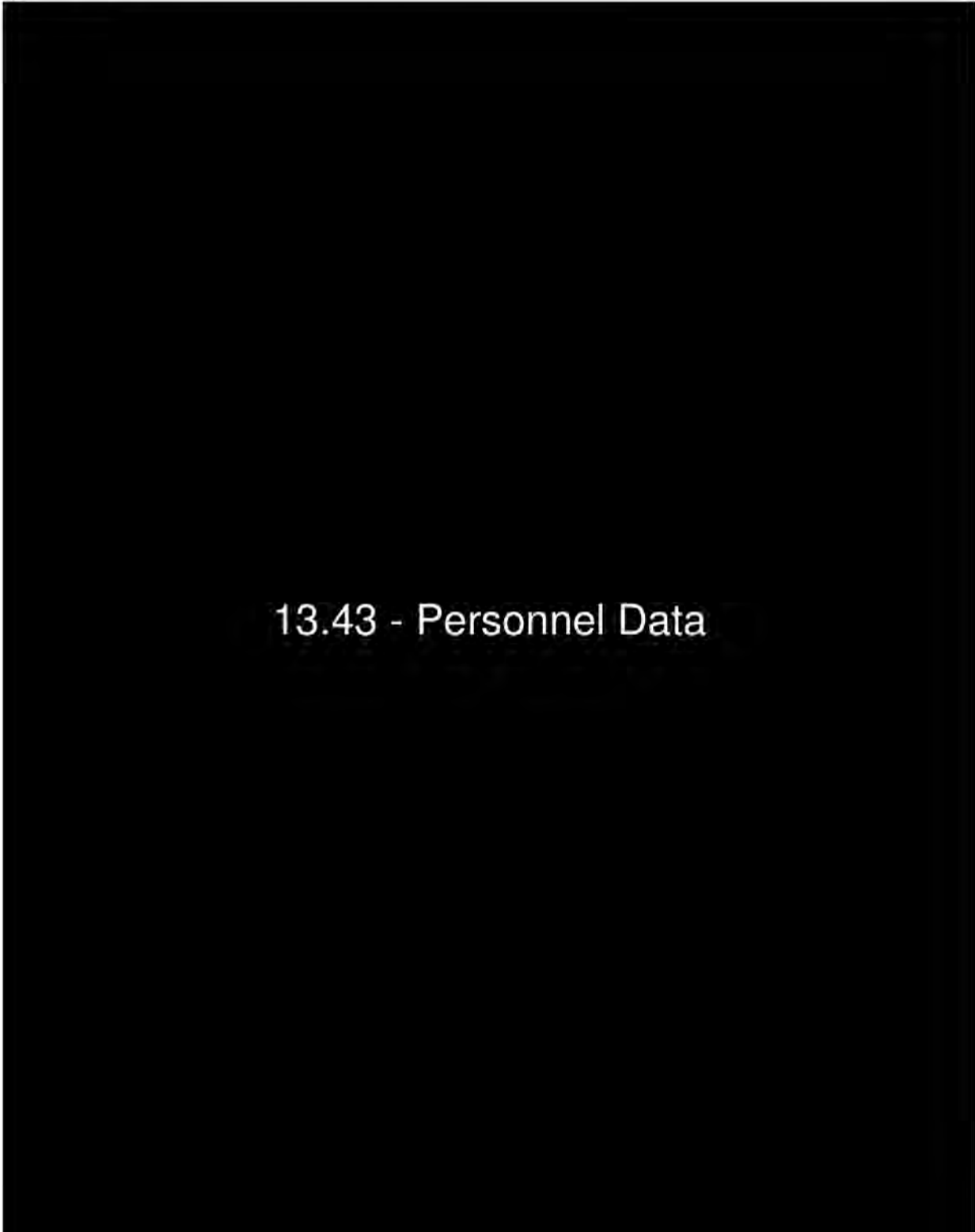
A:

3. Q: For City of Minneapolis employees, please provide your job title.

A:

4. Q: For City of Minneapolis employees, please provide your employee ID or Badge number.

A: 003732



13.43 - Personnel Data

13.43 - Personnel Data

13.43 - Personnel Data

All MPD Personnel:

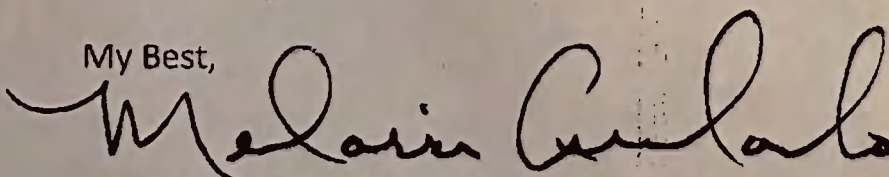
RE: Important Message Concerning Email

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://www.ci.minneapolis.mn.us/policies/policies_electronic-communications-policy. 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, and internal and external websites. Every person who was given or has gained access to the City's computer system is responsible for adhering to the City standards when electronic communications are sent, received, forwarded, saved or otherwise disseminated. Anyone 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.

My Best,



Medaria Arradondo
Chief

Name Luke Edward Kittock Employee Number _____

Signature Luke Kittock Date 04/20/2023
(Acknowledgement Receipt)

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

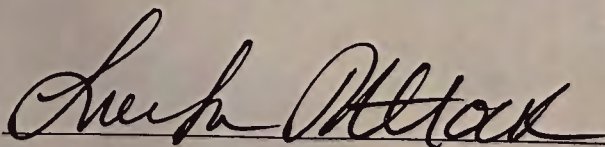
approved by the Council on September 2, 2005

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 

Date 04/20/2023

**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 Police Department 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: Luke Edward Kittock
(Please print)

SIGNED: [Signature]

BADGE/EMPLOYEE #: _____

DATE: 04/20/2023

SIGNATURE AND RETURN OF THIS RECEIPT IS MANDATORY

Nepotism Acknowledgement Form

You are required to complete and return this form to Human Resources.

By my signature, I acknowledge receipt of the nepotism provision of the City's Ethics Code, Chapter 15, *Ethics in Government*. I further acknowledge that I can access and review the Ethics Code in its entirety via CityTalk at <http://citytalk/policies/policies-council-code-of-ethics.pdf>.

Print Name: Luke Edward Kittock
Job Title: Police officer Department/Division: Police
Signature: [Handwritten Signature] Date: 04/20/2023

Completed Acknowledgement forms should be sent to:
The Department of Human Resources, PSC Room 100

PART B: Information About Health Coverage Offered by the City of Minneapolis

This section contains information about any health coverage offered by the City of Minneapolis. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. Employer Name: City of Minneapolis	4. Employer Identification Number (EIN) 41-6005375	
5. Employer Address 350 South 5 th Street	6. Employer Phone Number 612-673-2282	
7. City Minneapolis	8. State MN	9. ZIP Code 55415
10. Who can we contact about employee health coverage at this job? Human Resources Benefits		
11. Phone Number (if different from above) 612-673-2282	12. Email Address hrstaff@minneapolismn.gov	

Here is some basic information about health coverage offered by the City of Minneapolis:

- As your employer, the City offers a health plan to certain employees. Eligible employees are employees who, at the time of hire, are regularly scheduled to work at least 30 hours per week or who average at least 30 hours of service per week during a 52 week measurement period.
- For 2023, the City's lowest cost plan for an individual (non-wellness rate) has a monthly premium of \$52.00.
- With respect to dependents, the City offers coverage. Eligible dependents include the eligible employee's spouse, the eligible employee's child, and any other person who qualifies as a dependent of the employee for the purposes of Sections 105 and 106 of the Internal Revenue Code of 1986, as amended from time to time, as clarified in Revenue Procedure 2008-48.
- The City's coverage is designed to meet the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.
- Even though the City intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.
- If you purchase a health plan through the Marketplace instead of accepting health coverage offered by the City, then you will lose the City's contribution to the City's health coverage. Also, this City contribution—as well as your employee contribution to the City's health coverage—is excluded from income for Federal and State income tax purposes. Your payments for health coverage through the Marketplace are made on an after-tax basis.

The Marketplace can help you evaluate your health coverage options, including your eligibility for health coverage through the Marketplace and its cost. For more information, including an online application for health coverage, please call 1-855-366-7873 or visit <http://www.mnsure.com/> if you are a Minnesota resident or, <https://www.healthcare.gov/> if you live in any other state for a Health Insurance Marketplace in your area.

I acknowledge receipt of this health insurance Marketplace notice.

Signature: *Lurch Ottou*

Date: 04/20/2023

Employee: Please return the original, signed form to your supervisor and keep a copy for your records.

Supervisor: Please ensure that the original, signed form is filed in the employee's personnel file.

Orientation: Monday, May 8, 2023 - Please report to the MPD Strategic Operations Center located at 4119 DuPont Avenue North, Minneapolis, no later than 0800 hours. Come dressed in business attire and bring the following documents and equipment:

- Driver's license
- Social Security Card or Birth Certificate
- 2 blank checks (one for POST and one for direct deposit)
- Marriage Certificate (if married)
- Dependent Birth Certificate (if you have children)
- Eligible Dependents Supporting Documentation (see attachment Eligible Dependents and Supporting Documentation)
- Pen and Paper

Please note that you are also required to present the original documents to prove your identity and authorization to work in the United States on your first day of employment.

Identity verification and employment eligibility to work in the United States is now processed through Equifax with E-Verify. This is a paperless process in which you will complete section 1 of the I-9 form online, prior to your first day:

- Log onto www.newI9.com to complete section 1 of the I-9 Form
- Use employer code **11468**
- In the "Employment Date" field, enter your start date at the City
- You will see a link for instructions once you have signed in

Human Resources Representatives will be in attendance on your first day to provide you with helpful information, to answer questions, and to complete the remainder of your employee paperwork.

Uniforms and Equipment: See enclosed provided document.

Contacts: If you have questions or concerns, feel free to call either of the following:

- Lieutenant Molly Fischer, (612) 919-9264
- Christine Wodahl, Human Resources Representative (612) 439-9455

This is an exciting time in law enforcement and with the City of Minneapolis! We look forward to seeing you on your first day with the Minneapolis Police Department.

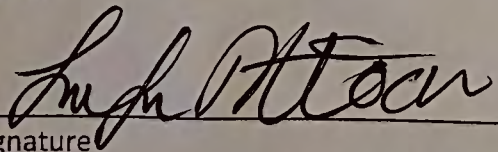
Sincerely,

Brian O'Hara

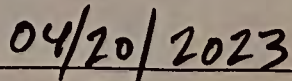
Brian O'Hara
Chief of Police
Minneapolis Police Department

Cc: Employee Personnel file
Dept. HRIS administrator

I have reviewed this offer of employment with the City of Minneapolis and accept the terms and conditions outlined herein.



Signature



Date

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: Luke Edward Kittock
(please print)

EMPLOYEE SIGNATURE *Luke E. Kittock* Date: 04/20/2023

BADGE/IDENTIFICATION NUMBER: _____

SUPERVISOR'S NAME AND SIGNATURE: _____ Date: _____

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.