

**STATE OF MINNESOTA
DEPARTMENT OF HUMAN SERVICES (DHS)**

INVESTIGATION REPORT

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WARNING

**THIS DOCUMENT CONTAINS PRIVATE DATA SUBJECT TO
THE MINNESOTA GOVERNMENT DATA PRACTICES ACT**

INTRODUCTION

In May 2025, Minnesota Management and Budget (“MMB”) contacted the law firm of Squires, Waldspurger & Mace, P.A. and requested that an attorney from the firm conduct an investigation on behalf of the Minnesota Department of Human Services (“DHS”). Specifically, MMB requested that the firm investigate allegations of misconduct against Dylan Adams, a Data and Compliance Lead on DHS’s Program Integrity Team.

Mr. Adams made local and national news earlier this year after the Minneapolis Police Department (“MPD”) arrested Mr. Adams in April 2025 for vandalizing several Tesla vehicles. A Google search for “Dylan Adams Minnesota” yields numerous news articles—local and national—purporting to chronicle Mr. Adams’ conduct and its aftermath. DHS received several inquiries from concerned citizens and the press regarding Mr. Adams’ employment in the wake of Mr. Adams’ arrest. DHS elected to conduct this investigation to assess the scope of Mr. Adams’ conduct.

The firm designated the undersigned attorney, Michael J. Ervin, to conduct the investigation. This report is the product of my investigation and is based on my interviews, credibility assessments, and a review of documentary evidence. This report contains references to interviews with the following individuals:

- [REDACTED]
- Dylan Adams, Data and Compliance Lead

Mr. Adams was accompanied by Britton Mikkelsen, a Union representative from the Minnesota Association of Professional Employees (“MAPE”). I provided Tennessee warnings to all interviewees prior to conducting my interviews, which are included in my investigation file and available upon request.

ALLEGATIONS

It was alleged that Mr. Adams vandalized multiple Tesla vehicles in March 2025. The primary goal of my investigation was to gather information concerning that allegation. Beyond addressing that allegation, I also examined whether Mr. Adam’s conduct—and the press coverage resulting from the conduct—has impaired his ability to work with colleagues, other State employees, or DHS’s contracted service providers with whom Mr. Adams interacts.

FINDINGS OF FACT

I. PARTIES TO THE INVESTIGATION.

1. [REDACTED]
[REDACTED] to learn more about [REDACTED] knowledge of the allegations against Mr. Adams; Mr.

Adams' role; and his relationships with colleagues, other State employees, and members of the public.

2. Dylan Adams is the Data and Compliance Lead on the Program Integrity team at DHS. Mr. Adams has been with DHS for approximately seven years and in his current role for approximately two years. Mr. Adams is part of a three-person team tasked with analyzing data provided by DHS's contracted service providers (particularly cost-reporting data), which is compiled and used by the Minnesota Legislature and other State leaders for strategic decision-making purposes.

II. ASSESSMENT OF THE ALLEGATIONS.

A. *Allegation that Mr. Adams vandalized Tesla vehicles.*

3. The allegation that Mr. Adams engaged in misconduct by vandalizing several Tesla vehicles in March 2025 was substantiated. The following is the basis for this finding:
 - 3.1 Mr. Adams candidly admitted that he vandalized multiple Tesla vehicles. Specifically, Mr. Adams admitted that he "keyed" (*i.e.*, used a car key to scratch and damage) six Tesla vehicles over a one- to two-week period in March 2025.
 - 3.2 MPD police reports confirm that the MPD identified six "victims" of Mr. Adams' misconduct (*i.e.*, six individuals' whose vehicles were damaged by Mr. Adams). (Exhibit 1, pp. 2–3).¹
 - 3.3 On April 16, 2025, the MPD held a press conference to discuss Mr. Adams' arrest. During the press conference, which was published on the MPD's YouTube channel, the MPD confirmed that Mr. Adams damaged six vehicles. (See [Link to MPD Press Conference Video](#) at 01:33).²
 - 3.4 The MPD published four video clips on its YouTube channel, each depicting Mr. Adams damaging a Tesla vehicle. (See [Link to Clip 1](#); [Link to Clip 2](#); [Link to Clip 3](#); [Link to Clip 4](#)). I watched each video with Mr. Adams during his interview. Mr. Adams confirmed that he was the individual identified in each video clip.

¹ As part of my investigation, I submitted a data request to the MPD to obtain publicly available records regarding the MPD's investigation into Mr. Adams' conduct. Relevant records are enclosed as exhibits with this report.

² This report includes hyperlinks to several videos the MPD posted to YouTube. The videos are linked in this report for the reader's convenience. The videos were also downloaded and are included in the investigation file in my office. Copies of the videos are available upon request.

4. The evidence was insufficient to support a finding that Mr. Adams vandalized any Tesla vehicle on State property or at any time that fell during his duty day (*i.e.*, while he was “on-the-clock” for the State). The following is the basis for this finding:
 - 4.1 Mr. Adams denied damaging any vehicle on State-property, or during his duty day (*i.e.*, while he was “on-the-clock” for the State).
 - 4.2 Police reports and videos describe and depict Mr. Adams damaging vehicles on public sidewalks in downtown Minneapolis. Mr. Adams lives in that area and necessarily left his home office to damage the Tesla vehicles. He was not actively working at the time he caused the damage. Nor was he on any State-owned property when he damaged the vehicles.
 - 4.3 MPD police reports reveal that two of the six incidents occurred on Saturdays. (Exhibit 2, p. 2 (Saturday, March 22); Exhibit 1, p. 1 (Saturday, March 29)). Mr. Adams works a typical Monday through Friday schedule. Neither incident could have occurred when Mr. Adams was “on-the-clock” given that they occurred on Saturdays.
 - 4.4 MPD police reports indicate that one incident occurred on Tuesday, March 18. (Exhibit 3, p. 1). [REDACTED] [REDACTED] Mr. Adams was out sick that day. The incident could not have occurred when Mr. Adams was “on-the-clock” given that Mr. Adams was out sick.³
 - 4.5 MPD police reports and video reveal that two or three other incidents occurred on Monday, March 24 between 2:09 p.m. and 2:17 p.m. (Exhibit 4, p. 1, Exhibit 5, p. 1, [Link to Clip 3](#)). Those incidents occurred during typical work hours. Mr. Adams was working on that day. However, the evidence was insufficient to find that Mr. Adams was on duty at the specific times of the incidents. The following is the basis for this finding:
 - 4.5.1 [REDACTED] [REDACTED] Mr. Adams is entitled to a thirty-minute lunch break each day, as well as two fifteen-minute breaks at other times. His total break-time allowance is one hour per day. [REDACTED] [REDACTED] does not “micromanage” break times. Rather, [REDACTED] permits employees to combine or divide breaks during the day, so long as work gets completed.
 - 4.5.2 Mr. Adams confirmed that he receives a total break-time allowance of one hour per day. Mr. Adams stated that [REDACTED] gives employees discretion to use the breaks as they see fit, so long as work gets done. Mr.

³ Even if Mr. Adams was working, MPD reports indicate the incident occurred sometime between 12:10-1:10 p.m. (Exhibit 3, p. 1). Mr. Adams stated that he often took a one-hour lunch (which is permissible) between approximately 12:00-1:00 p.m. Thus, even were Mr. Adams working, the incident occurred over his typical lunch break, and was consistent with his claim that he did not damage any vehicle while he was “on-the-clock.”

Adams stated that he sometimes stacks his breaks and takes a one-hour lunch. Other times, he takes a shorter lunch break and uses other break times to walk his dog.

4.5.3 The incidents that occurred on Monday, March 24 occurred over an eight-minute span—between 2:09 p.m. and 2:17 p.m. Video shows that Mr. Adams was walking his dog at the time. ([Link to Clip 3](#)). The evidence was consistent with Mr. Adams’ assertion that he did not damage the Tesla vehicles during his duty day and was instead on a break at the times of the March 24 incidents.

5. Mr. Adams described the circumstances that compelled him to damage the Tesla vehicles during our interview. He stated that he became upset when he saw Elon Musk, the co-founder and CEO of Tesla, give what he perceived to be a Nazi salute earlier this year. Mr. Adams stated that [REDACTED]. He was upset and offended by Elon Musk’s actions. He stated that he damaged the Tesla vehicles in hopes that the owners of the vehicles would disassociate themselves from Elon Musk and Tesla.

6. [REDACTED] at the time he damaged the Tesla vehicles. Furthermore, he stated that he [REDACTED] at home in March 2025 and was sleep-deprived [REDACTED]. Mr. Adams stated that his perception of Elon Musk’s actions, coupled with [REDACTED] and sleep-deprivation, drove him to damage the Tesla vehicles in March 2025.

7. MPD police reports indicate, and Mr. Adams confirmed during his interview, that he was arrested for his actions on April 16, 2025. (Exhibit 1, p. 3). Hennepin County Jail records showed, and Mr. Adams confirmed, that he was held in jail overnight and released on April 17, 2025. (Exhibit 6).

8. Consistent with the media coverage of his conduct and the aftermath of his conduct, Mr. Adams stated that he was offered the opportunity to participate in a diversion program in lieu of facing criminal charges. He stated that, as part of the diversion program, he was required to pay restitution to all victims of his actions. Mr. Adams stated that he has paid the restitution in full, which amounted to a total of approximately \$20,000.

9. In addition to paying restitution, Mr. Adams stated that he was required to attend a self-reflection class, which he completed; that he must check in monthly with the diversion program coordinator; that he cannot break any other laws; and that he must complete twenty-four total hours of community service, twelve of which he completed as of the date of our interview. Mr. Adams stated that he will be discharged from the diversion program in May 2026 if he successfully fulfills all program conditions.

10. Mr. Adams stated during our interview that he deeply regrets his conduct. He stated, in essence, that he did not comprehend and appreciate the consequences of his actions, and

the impact it would have on his victims. Mr. Adams further stated that he deeply regrets the fact that his actions were linked to his State employment, and that the State has been put in a position where it has been made to answer for his conduct.

11. Mr. Adams stated that he is committed to improving himself and stated that he has taken proactive steps since he was arrested—[REDACTED]—so that he does not find himself in the same mental space he was in when he damaged the vehicles earlier this year.

B. Impact of Mr. Adam's conduct on relationships with colleagues and others.

12. Mr. Adams regularly interacts with others as part of his job duties. He serves as the lead on a team of three employees and regularly interacts with his teammates. He periodically interacts with employees from various other State departments. For example, he works with Minnesota IT Services ("MNIT") to ensure his team's reports are accurate. He occasionally interacts with DHS's contracted service providers when, for example, he provides webinar training or answers questions from providers.

13. Given Mr. Adams' notoriety and the significant local and national media coverage related to his conduct, a secondary objective of my investigation was to assess whether Mr. Adams' conduct has impaired relationships with colleagues; other State employees; or contracted-service providers with whom he regularly interacts. There was no evidence that Mr. Adams' conduct has detrimentally impacted those relationships. The following is the basis for this finding:

- 13.1 Mr. Adams denied that his conduct has had any impact on his relationships with his colleagues, State employees he interacts with as part of his job, or with contracted-service providers. Mr. Adams denied that any of those individuals have reached out to him to express displeasure about his conduct. On the contrary, Mr. Adams stated that several colleagues have reached out to offer support and to see how he was doing after learning of the press coverage his conduct received.

- 13.2 [REDACTED] similarly denied that Mr. Adams' conduct has had any impact on his relationships with his colleagues, other State employees, or with contracted-service providers. [REDACTED] [REDACTED] is unaware of any formal complaints or concerns raised by those individuals. [REDACTED] [REDACTED] a couple of [REDACTED] colleagues were surprised that Mr. Adams damaged the Tesla vehicles. None of them, however, formally complained or expressed concerns about working with Mr. Adams. [REDACTED] [REDACTED] "the dust has settled" on the publicity surrounding Mr. Adams' actions.

14. While DHS has not received any formal complaints or concerns from those who interact directly with Mr. Adams, DHS has received a limited number of inquiries and complaints from members of the general public. Specifically, DHS received an inquiry from the Star Tribune concerning Mr. Adams' employment status. (Exhibit 7). DHS also received e-

mails from two members of the public demanding that DHS conduct an investigation into and/or terminate Mr. Adams' employment. (Exhibits 8-9). [REDACTED], DHS also received an oral inquiry from a State employee asking about measures the State was taking to ensure Tesla vehicles were safe in State parking lots.

III. ADDITIONAL POTENTIALLY RELEVANT FINDINGS.

15. [REDACTED] [REDACTED] three letters sent to Mr. Adams at his work address by members of the general public who were upset about Mr. Adams' conduct. (Exhibit 10). The letters can be fairly described as hate mail. One of the letters refers to Mr. Adams as a "faggot" and "loser." (Exhibit 10, p. 2). A second letter states, "We will get you." (Exhibit 10, p. 2). The third letter states the "any one of the car owners would have broken your fucking arms. Or worse. Too bad we can't read that story." (Exhibit 10, p. 4).
16. Mr. Adams stated during his interview that, since his conduct was publicized, he has received threatening voicemails on his work phone. He stated, for example, that callers have referred to him as a "piece of shit"; stated that they "hope he dies"; and stated that they "hope he gets raped in prison."
17. Mr. Adams stated that he has also received dozens of calls and text messages on his personal phone threatening his life, and the life of his family members. He stated that [REDACTED] [REDACTED] have received threatening calls as well. Mr. Adams stated that his phone is now programmed to automatically block calls from unrecognized numbers. Mr. Adams stated that he has received far less calls and texts as of the date I interviewed him, as time has passed since he was arrested and was the subject of major media coverage.
18. [REDACTED] [REDACTED] [REDACTED] has a good working relationship with Mr. Adams. [REDACTED] [REDACTED] he is a "great employee." [REDACTED] stated that Mr. Adams has never been subject to discipline at work. [REDACTED] [REDACTED] [REDACTED] has access to his performance reviews, and that they generally show that he is meeting expectations in the workplace.

CONCLUSIONS

The allegation that Mr. Adams vandalized multiple Tesla vehicles in March 2025 was substantiated. Mr. Adams candidly admitted that he "keyed" six Tesla vehicles. MPD police reports, video from an MPD press conference, and video clips showing Mr. Adams damaging several Tesla vehicles further corroborate the allegation. There was no dispute that Mr. Adams engaged in the alleged misconduct.

The evidence was insufficient to support a finding that he damaged any vehicle on State property, or at a time when he was "on-the-clock" for the State. Mr. Adams denied damaging any vehicle on State property or while on duty. Three incidents occurred on weekends or during a sick day and could not have occurred during Mr. Adams' duty day. Two or three incidents occurred on a weekday, during typical work hours when Mr. Adams was working. However, they occurred between 2:09 p.m. and 2:17 p.m. when Mr. Adams was walking his dog. The evidence was consistent with his claim that he was not on duty at the time of the incidents.

While Mr. Adams' conduct garnered significant media attention a few months ago, the evidence did not support a finding that his conduct has impaired relationships with colleagues, other State employees, or contracted-service providers with whom he regularly interacts. Mr. Adams and [REDACTED] each stated that they were unaware of any formal complaints or concerns raised by those groups. According to Mr. Adams, several colleagues have reached out to offer support for him. DHS did receive a limited number of general inquiries and complaints from members of the public, and one oral inquiry from a State employee about the safety of Tesla vehicles in State parking lots. However, those inquiries and complaints were not made by individuals Mr. Adams interacts with as part of his job.

This report is based on the information received during the course of my investigation. Information not contained and issues not discussed in this report were either deemed irrelevant or outside the scope of the investigation. The investigator reserves the right to modify this report in the event other information becomes available.

SQUIRES, WALDSPURGER & MACE, P.A.

Dated: July 26, 2025

By: *s/ Michael J. Ervin*
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