



January 20, 2026

Dylan Adams
EID:01198649
Human Svcs Prog Consultant

Dear Mr. Adams:

This letter is to inform you of our intent to suspend you for one (1) working day. The date of this unpaid suspension is January 22, 2026. You are not to work during that time and will be expected to return to work at your normal starting time on January 23, 2026. The reason for this action is that your conduct, as substantiated by a neutral investigation, constitutes a violation of State and agency policies, as described below.

An investigation into your behavior substantiated the following facts which form the basis for my decision:

- Your behavior of vandalizing (“keying”) multiple (six) Tesla vehicles in March of 2025 which made local and national headlines.

In your investigatory interview, you admitted to the substantiated actions of vandalizing others’ property.

Your behavior, as substantiated by the investigation, constitutes a violation of DHS’ and MMB’s policies. Your actions have seriously undermined public trust and demonstrate a lack of sound judgment required to effectively perform the duties of your lead position within DHS and for the State of Minnesota.

Your actions violated the following policy:

- MMB HR/LR Policy #1445 Code of Ethical Conduct
 - Executive branch employees are held to the highest standard of honesty, integrity, and ethical behavior
 - Maintaining public trust

Prior to this suspension being made final, you are entitled to request an opportunity to hear an explanation of the evidence against you, and to present your side of the story. This meeting is scheduled for January 21, 2026, at 11:30 am and will be held virtually via Teams. You are entitled to union representation at this meeting. If you choose to exercise your right, it is your responsibility to contact the union and arrange it. You must contact Glenda Manchanda via email at Glenda.manchanda@state.mn.us no later than 4:30 pm on January 20, 2026, to confirm.

You are reminded that you are expected to comply with all Enterprise and Agency policies and fulfill your responsibility of maintaining public trust; failure to do so could result in further disciplinary action up to and including termination of your employment.

Unless this decision is modified as a result of the meeting, or if you choose not to have the meeting, the decision to suspend you from your position will be effective at the end of the workday on January 21, 2026.

This suspension may be appealed pursuant to the grievance procedures set forth in Article 9 of the Agreement between the State and the Minnesota Association of Professional Employees (MAPE).

If you believe it would be helpful to you, our EAP Work/Life Counseling service provides confidential consultation for concerns including both work and non-work-related issues. You may contact them at 651-259-3840 or 1-800-657-3719 or online using the password [REDACTED].

Sincerely,

Heidi Hamilton
Disability Services Director

Cc: Mor Vue, Interim Assistant Commissioner, Aging and Disability Services Administration
Glenda Manchanda, Human Resources
Britton Mikkelsen, Business Agent, MAPE
Personnel File