

STATE OF MINNESOTA
BOARD OF ARCHITECTURE, ENGINEERING, LAND SURVEYING, LANDSCAPE ARCHITECTURE,
GEOSCIENCE AND INTERIOR DESIGN

In the Matter of

**SETTLEMENT AGREEMENT AND
CEASE AND DESIST ORDER**

Thomas Morgan Bruce
Architect No. 20117 (Expired)

Board File No. 2025-0038

STIPULATION

Thomas Bruce ("Respondent") and the Minnesota Board of Architecture, Engineering, Land Surveying, Landscape Architecture, Geoscience and Interior Design's Complaint Committee stipulate that, subject to Board's review and discretionary approval, the Board may issue a consent order that imposes the following sanctions:

A. Respondent shall pay to the Board a civil penalty of \$15,000. Respondent shall submit the civil penalty by check to the Board within 60 days of the Board's approval of this Settlement Agreement and Cease and Desist Order.

B. Respondent shall cease and desist from practicing as a Professional Engineer in Minnesota until such time as he becomes licensed as a Professional Engineer in the State of Minnesota.

C. Respondent shall comply with all statutes and rules within the Board's jurisdiction. See Minn. Stat. §§ 326.02–.15 (Supp. 2025) and Minn. R. chs. 1800 & 1805 (2025).

D. Respondent shall report in writing within ten days any and all violations of this Settlement Agreement and Cease and Desist Order to the Board's Executive Director.

Respondent and the Committee enter into this settlement agreement based on the following findings of fact, conclusions of law, and other stipulated provisions:

Findings of Fact

1. Respondent was issued an Architect license on September 12, 1989.
2. Respondent's Architect license expired on June 30, 2014.
3. Respondent is the Senior VP of Market Development for a firm that offers building and construction services. The firm has locations in Minnesota.
4. A licensed Professional Engineer in the State of Minnesota employed by the same firm as the Respondent served as the Engineer-of-Record (hereafter known as "Engineer-of-Record") for a project in Sartell, Minnesota that would see the construction of a new building for a center offering services for children.
5. Engineer-of-Record voluntarily left his employment with that firm on June 7, 2024.
6. Engineer-of-Record continued to provide review and redlines for the project after leaving his employment. Engineer-of-Record provided redlines and comments from July 17 to July 19, 2024, in preparation of Revision 3 for the project.
7. In an email to Respondent on July 22, 2024, at 7:05pm, Engineer-of-Record stated "[Respondent] – It's been almost 2-months since I put in my notice. I really do not want to be working on this stuff at night anymore. I will review these revisions tomorrow night, and then drop this computer off on Wednesday." These revisions were for a separate project in Sioux Falls, South Dakota.

8. Respondent replied on July 22, 2024, at 7:22pm, "Agree. I thought you were only finishing up foundations. Sorry about that! Take care. [Respondent]"

9. Engineer-of-Record turned in his computer on July 24, 2024.

10. A Civil Engineering Technician (hereafter known as "Technician") with the firm—who had been implementing the revisions—emailed Engineer-of-Record on July 29, 2024, stating: "I am being asked to make a changed [sic] to your approved Utility plan on the [project] site. I have included a blow up of the area and a PDF of the full plan with these notes." The attached copy of the plan included Engineer-of-Record's signature and certification, dated July 25, 2024.

11. Engineer-of-Record replied to Technician on July 30, 2024, stating the following: "Did Revision 3 go out the door? The storm sewer is not constructable as it is shown on the PDF. There may be other items too, but I did not review the plans once the redlines were completed. As I said last week, 2 months has been long enough. Please remove my signature from these plans and delete my signature from the network. Thank you, [Engineer-of-Record]"

12. On July 31, 2024, at 1:20pm, Technician emailed Respondent, stating "This is the latest revision with the extension of sanitary sewer connection to avoid the interior footings."

13. On July 31, 2024, at 1:24pm, Respondent emailed Engineer-of-Record, stating "Hope your [sic] doing well! Just trying to respect your time from your email to [Technician]. We submitted with your signed drawings from [firm] and would like to keep it that way...I know you did the work originally and just want to make sure its [sic] all good. Please bill us if you have had a lot of time invested. No city comments back as of today! Ridiculous process on that side. Take care, [Respondent]"

14. Respondent included with the July 31, 2024, at 1:24pm email an attachment titled "C401 UTILITY PLAN 07.30.23 – R4.pdf." The plan included Engineer-of-Record's signature and certification, dated July 30, 2024.

15. Engineer-of-Record emailed Respondent and cc'd Technician the following on August 1, 2024: "[Respondent] and [Technician], I did not approve Revisions 3 or 4. On Revision 3, I was not provided an opportunity to review once the original set of redlines were completed, and on Revision 4 I told [Technician] to remove my signature from the plans/servers and I did not provide any comment on the modifications. The utilities as shown in these revisions are not constructable and do not meet code. Please remove my signature from the plan set and the [firm] servers. Sincerely, [Engineer-of-Record]"

16. Respondent used Engineer-of-Record's signature and certification on plans for a project in Minnesota to represent that they were prepared under Engineer-of-Record's direct supervision despite knowing that Engineer-of-Record had ceased his employment, turned in his computer, and had not reviewed and approved the plans.

Conclusions of Law

1. The Board has authority to license and regulate Architects and Professional Engineers and to take disciplinary action as appropriate. Minn. Stat. § 326.111 (Supp. 2025).

2. Respondent violated Minn. Stat. §§ 326.02, subds. 1 & 3, 326.03, subd. 1, 326.12, subd. 3, and 326.15 (2024).

3. Respondent is subject to discipline pursuant to Minn. Stat. § 326.111 subds. 3 and 6 (Supp. 2025).

4. This Settlement Agreement and Cease and Desist Order is in the public interest.

Other Stipulated Provisions

1. This Settlement Agreement and Cease and Desist Order must be approved by the Board to become effective.

2. Respondent agrees that the Committee may move the Board *ex parte*, with or without advance notice to the Respondent, to approve this Settlement Agreement and Cease and Desist Order. Respondent understands that the Board may either approve the Settlement Agreement and Cease and Desist Order or not approve it. This settlement agreement and the files, records, and proceedings associated with this matter may be reviewed by the Board in its consideration of the Committee's motion.

3. If approved by the Board, this Settlement Agreement and Cease and Desist Order shall be classified as public data. Minn. Stat. § 13.41, subd. 5 (2024). The Board will post a copy of this order on its website. The Board will also send a summary to the national discipline data bank pertaining to the practice of architecture and engineering.

4. If the Board does not approve this Settlement Agreement and Cease and Desist Order, then the matter remains unresolved and the Committee may either seek to negotiate a revised Settlement Agreement and Cease and Desist Order with Respondent to present to the Board or issue an order commencing a contested-case hearing before an Administrative Law Judge at the Court of Administrative Hearings. See Minn. Stat. §§ 14.57–.62, 214.10, subd. 2 (2024) (describing administrative hearing process).

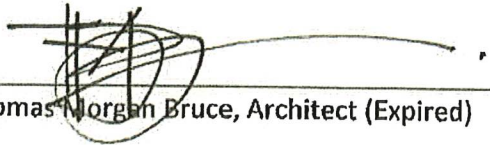
5. Respondent agrees that if this case comes before the Board again after it reviews and discusses this Settlement Agreement and Cease and Desist Order, Respondent waives any claim that Respondent or the Board were prejudiced by its review and discussion of this Settlement Agreement and Cease and Desist Order and any records relating to it.

6. Respondent acknowledges that they were advised by the Committee of their right to a contested-case hearing in this matter before an Administrative Law Judge, to file exceptions and make argument to the Board after the hearing, and to seek judicial review from any adverse decision rendered by the Board. Respondent hereby expressly waives those rights. Respondent was further advised by the committee of their right to be represented by counsel and that they are represented by counsel.

7. Respondent has read, understands, and agrees to this settlement agreement and has voluntarily signed it. It is expressly understood that this settlement agreement contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise. If approved by the Board, a copy of the final Settlement Agreement and Cease and Desist Order shall be served personally or by first class mail on Respondent. The Board's order shall be effective when it is signed by the Chair of the Board or the Chair's designee.

8. Pursuant to Minn. Stat. § 16D.13 (2024), any civil penalty imposed by this Settlement Agreement and Cease and Desist Order shall begin to accrue simple interest in accordance with that section thirty days after the civil penalty is due. Pursuant to Minn. Stat. § 16D.17 (2024), thirty days after any civil penalty imposed by this Settlement Agreement and Cease and Desist Order is due, the Board may file and enforce any unpaid portion of the civil

penalty as a judgment against Respondent in district court without further notice or additional proceedings.

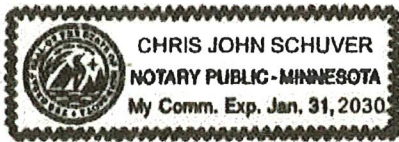

Thomas Morgan Bruce, Architect (Expired)

STATE OF Minnesota

COUNTY OF Benton

This instrument was acknowledged before me on September 8, 2026 by Thomas Bruce.

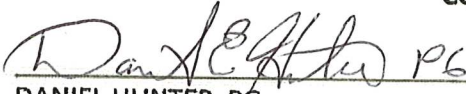
(stamp)




(Signature of notary officer)

My commission expires: 1/31/2030

COMPLAINT COMMITTEE


DANIEL HUNTER, PG
Chair

Dated: 9/15/2026

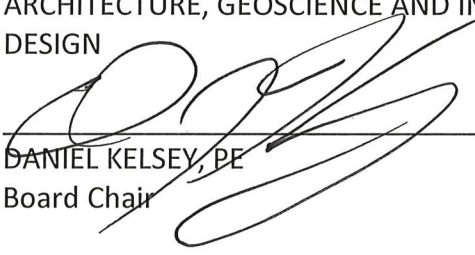
CONSENT ORDER

Upon consideration of this Settlement Agreement and Cease and Desist Order, and based upon all the files, records, and proceedings herein, all terms of the Settlement Agreement and Cease and Desist Order are approved. Accordingly, the Board hereby ADOPTS the stipulation and issues the ORDER described above.

MINNESOTA BOARD OF ARCHITECTURE,
ENGINEERING, LAND SURVEYING, LANDSCAPE
ARCHITECTURE, GEOSCIENCE AND INTERIOR
DESIGN

Dated: _____

9-15-26



DANIEL KELSEY, PE
Board Chair