OFFICE OF PROFESSIONAL ACCOUNTABILITY
Closed Case Summary

Complaint Number OPA#2015-0687

Issued Date: 12/15/2015

Named Employee #1	
Allegation #1	Seattle Police Department Manual 5.001 (10) Employees Shall Be Truthful and Complete In All Communication (Policy that was issued 04/01/2015)
OPA Finding	**Not Sustained** (Unfounded)
Final Discipline	N/A

Named Employee #2	
Allegation #1	Seattle Police Department Manual 5.002 (6) Employees Must Otherwise Report Misconduct (Policy that was issued 01/01/2015)
OPA Finding	**Not Sustained** (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

The named employees were working in their assigned units.

COMPLAINT

The complainant alleged that the named employee #1 falsified his FMLA paperwork in 2014. The complainant also alleges that named employee #2 was aware of this falsification sometime prior to this complaint.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint letter
2. Search for and review of all relevant records and other evidence
3. Interview of SPD employees

ANALYSIS AND CONCLUSION

The investigation into the listed allegation(s) included OPA interviews with each employee and a detailed review of the administrative records. The preponderance of evidence from this investigation supports a finding of Not Sustained (Unfounded) for each named employee.

FINDINGS

Named Employee #1
Allegation #1
The evidence shows that named employee #1 was not untruthful in his paperwork. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Employees Shall Be Truthful and Complete In All Communication.*

Named Employee #2
Allegation #1
The evidence shows that named employee #2 followed proper procedures. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Employees Must Otherwise Report Misconduct.*

NOTE: The Seattle Police Department Manual policies cited for the allegation(s) made for this OPA Investigation are policies that were in effect during the time of the incident. The issued date of the policy is listed.

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