



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2014-0774

Issued Date: 07/10/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (10) Employees Shall Be Truthful and Complete in All Communications (Policy that was issued 07/16/14)
OPA Finding	Sustained
Final Discipline	Termination

INCIDENT SYNOPSIS

The named employee, while a police recruit attending the Washington State Basic Law Enforcement Academy, took a test in which he received a correct score for an answer that he had left blank.

COMPLAINT

The complainant, a supervisor within the department, alleged that the named employee was made aware of a mistake on an exam in which an answer that had been left blank was marked correct. The named employee was advised to tell his training officer that his grade needed to be adjusted. The named employee refused to report the discrepancy.

INVESTIGATION

The OPA investigation included the following actions:

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

ANALYSIS AND CONCLUSION

The investigation showed that the named employee did not make any effort to correct the error made in grading his test. This is a violation of the Department's expectations and requirements that a police recruit behave with a high degree of integrity. The named employee did not believe that he was being dishonest as he stated he would have passed the test regardless of the change in the final score. The failure of the named employee to acknowledge the integrity issue was unacceptable.

FINDINGS

Named Employee #1

Allegation #1

The weight of the evidence showed that the named employee was not truthful. Therefore a **Sustained** finding was issued for *Employees Shall Be Truthful and Complete in All Communications*.

Discipline imposed: Termination

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.