



SPOKANE POLICE DIVISION

CRAIG N. MEIDL
CHIEF OF POLICE

Closed Case Summary

Complaint Number: C18-018 OPO Number: N/A
Date of Complaint: 3/7/2018
Allegation: Making a False or Misleading Statement
Chain of Command Finding: Sustained
Final Discipline: Retired in lieu of termination

INCIDENT SYNOPSIS

SPD received an allegation that an employee had altered two Physician Disability Statements. During two medical appointments, the provider wrote on the form that the employee was cleared to return to work with a modified duty status. The employee allegedly crossed out the provider's notes and changed the form so it would imply he was to be considered temporarily totally disabled. He remained on injury leave after both appointments, allegedly against the provider's determination.

COMPLAINT

The allegations are policy violations:

Policy 340.3.5 (g) - The falsification of any work-related records, the making of misleading entries or statements with the intent to deceive, or the willful and unauthorized destruction and/or mutilation of any department record, book, paper or document.

Standard 2.2 - Members of the Spokane Police Department shall truthfully, completely and impartially report, testify and present evidence in all matters of an official nature.

INVESTIGATION

City personnel discovered discrepancies in the Physician Disability Statements and notified the provider. The provider terminated the employee as a patient. The employee was placed on administrative leave and an internal complaint was generated.

The health care agency declined to move forward with any criminal charges against the employee for forgery, and the City Attorney did not wish to move forward with criminal charges. Therefore, Internal Affairs conducted an administrative investigation.

Internal Affairs reviewed the available documentation, including the Physician Disability Statements, reports about the initial injury, emails, and a letter written by the employee to the provider. They interviewed the employee and the health care provider. The employee readily admitted to altering the

documents but described it as a well-intentioned mistake. The provider's interview contradicted the employee's statements.

An Administrative Panel Review followed the Internal Affairs investigation, with the recommended findings of Sustained for both allegations. The employee was offered a Loudermill Hearing prior to the final decision, but retired one week prior to the hearing.

CONCLUSION

Findings: Sustained for both allegations.

Sanction: Retired in lieu of termination