

HENNEPIN COUNTY

SHERIFF'S OFFICE

January 9, 2018

Detention Deputy Royce Fields
Adult Detention Division
401 South 4th Avenue, Suite 100
Minneapolis, MN 55415

Oral Reprimand

Dear Deputy Fields,

It was brought to my attention that you did not complete your mandatory training assigned to you for 2017. I spoke to you about the incomplete training, with you declining union representation, and you stated that you had a plan in place to get it all worked out and done, however you had some personal things come up which in essence threw off your time management plan. You also stated that you just simply weren't able to get it done and apologized for this mishap. [REDACTED]


Due to your incomplete training, I find you in violation of Sheriff's Office Policy 208.4.2 which reads in part:

208.4.2 Attendance and Completion

Unless extraordinary circumstances exist, Office employees are required to attend and successfully complete all assigned training events.

Regular adherence to completing all mandatory assigned training within the deadlines designated is an essential function in every job class within the Hennepin County Sheriff's Office. By unsatisfactorily completing your assigned training you are not only violating Sheriff's Office policy, but also training requirements set forth by the ACA, DOC, and Accreditation Standards and Compliance. For this violation you are hereby issued this **Oral Reprimand**. Any similar future violations will lead to progressive discipline up to, and including dismissal.

Sincerely,



Sergeant Michael Harken, Adult Detention Division

CC: Lt. Mary Jerde – HCSO Personnel Unit

Lt. Hartig

Divisional File

