

# HENNEPIN COUNTY

## SHERIFF'S OFFICE

January 11, 2018

Detention Deputy David Andrade  
Adult Detention Division  
401 South 4<sup>th</sup> Avenue, Suite 100  
Minneapolis, MN 55415

### Written Reprimand

Dear Deputy Andrade,

It was brought to my attention that you did not complete your mandatory training assigned to you for 2017. Sgt. Fulwider spoke to you about the incomplete training, with you declining union representation, and you stated that you didn't have a reason why the training was not completed. You also stated that you worked on the training here and there and you apologized for not finishing the training. [REDACTED]

On 07/11/16 you were given an Oral Reprimand for not completing a mandatory quarterly on-line training.

Due to your incomplete training for 2017, 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 **Written Reprimand**. Any similar future violations will lead to progressive discipline up to, and including dismissal.

Sincerely,

  
Captain Michael Wresh

Cc: Divisional/Personnel File

