

HWE COMPLAINT LOG (as of 2015)

Complainant(s)	Offender(s)	Nature of Complaint	Formal Filing Date	Outcome	Recommendations	Discipline Issued	Comments/Notes
			4/22/2015	Sustained			investigation had been filed with Marty Lyons in 2014 but was never followed up on; turned into mass complaint; final investigation completed by Robbins Schwarz due to [REDACTED] being represented by counsel
			5/1/2015	Sustained			final investigation completed by Robbins Schwartz due to [REDACTED] being represented by counsel
			6/23/2015	Sustained	discipline or counseling		initiated by a drug test for both employees requested by Hank Daniels and Marty Lyons
			8/6/2015	Sustained	discipline		
			9/4/2015	Unfounded			
			10/21/2015	Unfounded			
			12/15/2015	Unfounded			turned into cross-complaint against each other
			1/4/2016	Sustained	discipline		
			2/16/2016	Unfounded			
			2/22/2016	Unfounded			
			2/29/2016	Unfounded			
			12/21/2016	Mediated			met with both employees to resolve miscommunication; no final investigative report
			3/14/2017	Unfounded			
			5/31/2017	Sustained			
			6/13/2017	Mediated			employee transferred to another department; no final investigative report
			9/27/2017	Sustained	discipline or counseling		
			1/18/2018	Unfounded			
			1/22/2018	Sustained	discipline or counseling		
			2/15/2018	Unfounded			See complaint from [REDACTED] below
			4/6/2018	Sustained	discipline		final investigation completed by Robbins Schwartz at request of [REDACTED]
			8/4/2018	Sustained	discipline		filed via union grievance; investigation completed by Robbins Schwartz at request of [REDACTED]
			8/15/2018	Sustained	discipline; training	2 day suspension	final report overturned decision on [REDACTED] complaint due to corroborated evidence
			10/26/2018	Sustained	discipline	written reprimand	
			3/22/2019	Sustained	discipline	1 day suspension	investigation resulted in cross-complaint being filed by [REDACTED] final investigation completed by Robbins Schwartz as [REDACTED] indicated he did not trust HR with the investigation
			3/21/2019	Unfounded			investigation concluded that employee acted contrary to HWE policy but that no violation occurred
			4/26/2019	Sustained	censure		previously discussed matter with Casey on 4/18/19; final investigation completed by Robbins Schwartz due to conflict with law department
			4/26/2019	Sustained	censure		previously discussed matter with Casey on 4/18/19; final investigation completed by Robbins Schwartz due to conflict with law department
			4/26/2019	Sustained	censure		previously discussed matter with Jen on 4/13/19; final investigation completed by Robbins Schwartz due to conflict with law department
			5/3/2019	Sustained	counseling		
			6/19/2019	Sustained	counseling		
			6/28/2019	Mediated/Withdrawn			complaint against [REDACTED] diffused and mediated; [REDACTED] withdrew complaint against [REDACTED] phone call with Jen on 7/24/19
			7/17/2019	Mediated			
			7/17/2019	Mediated	counseling conversation from city manager		
			11/13/2019				