



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-1660

Issued Date: 05/11/2015

|                          |  |
|--------------------------|--|
| <b>Named Employee #1</b> |  |
| Allegation #1            | <u>Seattle Police Department Manual</u> 5.001 (3) Employees Must Attend All Mandatory Training (Policy that was issued 07/16/14) |
| OPA Finding              | <b>Not Sustained</b> (Training Referral)   |
| Final Discipline         | N/A  |

#### **INCIDENT SYNOPSIS**

The Named Employee did not complete the mandatory training by the date specified in Special Order 15-014.

#### **COMPLAINT**

The complainant, a supervisor within the Department, alleged that the Named Employee failed to complete the mandatory training as required by special order that required the training to be completed by September 3, 2015.

#### **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 employee

## **ANALYSIS AND CONCLUSION**

The evidence showed that the Named Employee did not complete the mandatory training required by Special Order 15-014. The OPA investigation did not find any circumstance or barrier preventing the Named Employee from completing the mandatory training by the due date. However, the Named Employee stated during his OPA interview that his supervisor at the time told him that he only had to attend a different training course and did not mention the training required by Special Order 15-014. OPA was unable to interview the supervisor who was out on extended leave. It should be noted that the Named Employee's current supervisor registered him to complete the mandatory training at a make-up session before the end of the year. However, the Named Employee was out sick that day and did not attend.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

The evidence showed that the Named Employee did not complete the mandatory training as required by Special Order 15-014; however, there were extenuating circumstances. Therefore a finding of **Not Sustained** (Training Referral) was issued for *Employees Must Attend All Mandatory Training*.

*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.*