



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-1677

Issued Date: 03/17/2015

Named Employee #1	
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	Not Sustained (Lawful and Proper)
Final Discipline	N/A

INCIDENT SYNOPSIS

The named employee was required to complete mandatory training in 2015.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the named employee failed to attend mandatory training in 2015, specifically he did not complete the firearms skills part of a training day.

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 employees

ANALYSIS AND CONCLUSION

The evidence showed that the named employee completed the Train-the-Trainer session for half of his mandatory training and was scheduled to attend the other half before the expiration date in 2015. However, he was the victim of a collision and was not cleared to return to work before the expiration of the training window.

FINDINGS

Named Employee #1

Allegation #1

The evidence supports that the named employee took all reasonable steps in his control to comply with the mandatory training requirements. Therefore a finding of **Not Sustained** (Lawful and Proper) 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.