



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-1113

Issued Date: 03/31/2017

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (3) Standards and Duties: Employees Must Attend All Mandatory Training (Policy that was issued April 1, 2015)
OPA Finding	Not Sustained (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

The Named Employee did not complete mandatory training.

COMPLAINT

The complainant, the Compliance Bureau, alleged that the Named Employee did not complete the SPD - 2015 Rapid Intervention class. This class was mandatory for all sworn Employees.

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. Interview of SPD employee

ANALYSIS AND CONCLUSION

The preponderance of the evidence showed that the Named Employee did not complete the mandatory training by the date specified. The evidence also showed that the Named Employee was placed on medical leave followed by restricted light duty while sessions of the mandatory training were still available. Her leave and light duty extended beyond the date of the last session for this course. Furthermore, this training involved physical activity such that officers on light duty, such as the Named Employee, were not permitted to participate in the training.

FINDINGS

Named Employee #1

Allegation #1

A preponderance of the evidence showed that the Named Employee was placed on medical leave followed by restricted light duty while sessions of the mandatory training were still available. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Standards and Duties: 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.