



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2014-0438

Issued Date: 03/25/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (9) Professionalism (Policy that was issued 07/16/14)
OPA Finding	Not Sustained (Inconclusive)
Final Discipline	N/A

INCIDENT SYNOPSIS

When the named employee participated in a training class, he expressed his opinion in a derogatory manner about how a drill was being taught and wanted it to be taught in a different way. The instructor noted that the named employee was not performing the training drill as instructed.

COMPLAINT

The complainant, a supervisor within the department, alleged that the named employee was disruptive during the training class that he expressed a derogatory opinion of the drill, and would not promise to complete the drill as instructed.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint memo
2. Interviews of SPD employees

ANALYSIS AND CONCLUSION

While it was acknowledged by the named employee that he did express a derogatory opinion about the drill, it also appeared that he was frustrated by the difficulty he was having trying a technique that differed from his many years of field service. Some class participants felt he was being disruptive and others thought he was not disruptive. There is no evidence to support a conclusion that the named employee's actions created an unsafe training environment or that he was disruptive to the entire class.

FINDINGS

Named Employee #1

There is insufficient evidence to support or refute the allegation; therefore a finding of **Not Sustained** (Inconclusive) was issued for *Professionalism*.

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.