



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-0440

Issued Date: 07/07/2015

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	Sustained
Final Discipline	No Discipline, employee already left SPD employment

INCIDENT SYNOPSIS

The named employee did not complete the mandatory training in 2014 and 2015.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the named employee failed to complete the mandatory training on as required by special orders that required the training to be completed in 2014 and 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. Review of retirement email

ANALYSIS AND CONCLUSION

The evidence showed that the Named Employee missed seventeen mandatory training courses during a time that he was on regular duty status. During 2015 the Named Employee was on leave and retired in early 2016. The Named Employee declined OPA's efforts to interview him. The evidence further showed that the Named Employee did not request an exemption from the training due to any extended leave issues or coordinate with his supervisor about the missed training.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the named employee did not complete mandatory training in 2014 2015. Therefore a **Sustained** finding was issued for *Employees Must Attend All Mandatory Training*.

Discipline imposed: No Discipline, employee already left SPD employment

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.