



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-1662

Issued Date: 06/28/2015

<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> (Lawful and Proper)
Final Discipline	N/A

#### **INCIDENT SYNOPSIS**

The Named Employee did not complete the mandatory training in 2015.

#### **COMPLAINT**

The complainant, a supervisor within the Department, alleged that the Named Employee failed to attend mandatory 2015 Tactical De-Escalation and Firearms training in violation of SPD Special Order SO15-014 issued 04/27/2015.

#### **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**

Special Order 15-014 required all sworn SPD personnel to attend Tactical De-Escalation (4 hours) and Individual Firearms Skills (4 hours) training. By Special Order this mandatory training had to be completed no later than September 3, 2015. Training sessions began on May 12 and were offered every Tuesday and Thursday until September 3, 2015. The OPA investigation verified that the Named Employee did not complete either of the two four-hour blocks of training by September 3, 2015. The investigation also determined that the Name Employee went on sick leave on September 1, 2015, and remained on leave through December of that same year. At the time of the Name Employee's OPA interview (4/8/16) the Named Employee was back to work but still on light duty. As a result of going on sick leave on September 1, the Named Employee's supervisor, who had registered the Named Employee for a session of the training to be held on September 3, 2015, withdrew the Named Employee from that class. As such, the Named Employee was unable to attend and complete the mandatory training by the date specified on the Special Order.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

The evidence showed that the Named Employee did not complete all of the mandatory training as required by Special Order 15-014; however, there were extenuating circumstances.

Therefore a finding **Not Sustained** (Lawful and Proper) finding 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.*