



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-1838

Issued Date: 06/30/2015

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

INCIDENT SYNOPSIS

The Named Employee did not complete the mandatory training by the date specified in Special Order 15-034.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the Named Employee failed to complete the mandatory training as required by special order that required the training to be completed by October 28, 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 15-034, issued on August 25, 2015, required all sworn SPD supervisors of all ranks, permanent acting sergeants and officers who have taken certain supervisory courses to attend 2015 Critical Analysis of Force for Supervisors (8 hours). By Special Order this mandatory training had to be completed no later than October 28, 2015. Twelve training sessions for this course were scheduled beginning on September 15 with the last course held on October 28, 2015. Special Order 15-034A, issued on October 15, 2015, extended to November 11, 2015, the date by which this mandatory training needed to be completed. Two additional sessions of this training were scheduled, one on November 9 and the other on November 11. The OPA investigation verified that the Named Employee, who is a sworn supervisor, did not complete this mandatory training by November 11, 2015. The investigation also determined that, on September 26, 2015, the Named Employee signed up for a session of the training to be held on November 11, 2015, but did not attend this session. There was no evidence to suggest the Named Employee signed up for any of the earlier sessions, a fact which the Named Employee confirmed in his OPA interview. Between August 25, 2015, and November 11, 2015, the Named Employee was not on extended leave from work, nor did the OPA investigation reveal any known barriers to prevent the Named Employee from completing this mandatory training. During the OPA interview the Named Employee acknowledged not completing the mandatory training by the required date. He explained that, "at the last minute" he was summoned out of town to help an infirm relative. As a result, according to the Named Employee, he was unable to get back to Seattle in time for the start of the session on November 11. However, the Named Employee worked that day and did not put in for sick time or any other approved leave.

FINDINGS

Named Employee #1

Allegation #1

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

Discipline imposed: No Discipline

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.