



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0635

Issued Date: 04/03/2017

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 (Inconclusive)
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 missed the Tactical De-Escalation & Firearms Make-Up Training.

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 evidence from this OPA investigation clearly established that the Named Employee did not complete the mandatory training as required by attending a scheduled make-up session of the training. However, the evidence was not clear regarding whether or not the Named Employee had the opportunity to attend the make-up session. Notice of the make-up session was sent by the Education and Training Section (ETS) via an email to Captains and Lieutenants only. It was not sent to the Named Employee. This was not the normal procedure used by ETS by which supervisors were notified of the need to sign up employees for training. The Named Employee told OPA he was not aware of the make-up course and his chain of command all denied any knowledge of the existence of the email. Furthermore, the Named Employee said he was not scheduled to work the day of the training and, even if he had known about the make-up session, overtime was not authorized for officers to attend training on their days off. There was no indication in the OPA file that the Named Employee requested overtime, nor was there documentary evidence to support the Named Employee's claim that he was off work the day of the make-up session.

FINDINGS

Named Employee #1

Allegation #1

There was no preponderance of evidence to support or refute the allegation that the Named Employee failed to complete mandatory training as required because he had no knowledge and/or opportunity to attend the training. Therefore a finding of **Not Sustained** (Inconclusive) 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.