



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0765

Issued Date: 02/13/2017

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 (Unfounded)
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 did not attend the Mandatory Integrated Use of Force and Tactics Training per Special Order #15-029.

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 complainant alleged the Named Employee did not attend the mandatory 2015 Tactical De-escalation and Firearms training as required. SPD published a Special Order requiring all sworn personnel to attend Integrated Tactics and Use of Force training. The Named Employee was scheduled to attend training in November 2015, but he went on extended leave for medical reasons. The Named Employee did not return to work until after the last regular training date in 2015. An email was sent to Captains and Lieutenants stating there would be two additional training dates in 2016. The Named Employee stated he was aware that more dates were going to be added but never heard the specifics dates nor did his supervisor sign him up for the make-up training. Because the normal process of the notifying employees of training dates was not followed and the system was changed so that only supervisors could sign up employees for training, it was not possible to hold the Named Employee responsible for missing the make-up training dates.

FINDINGS

Named Employee #1

Allegation #1

The preponderance of the evidence showed that it was not possible to hold the Named Employee responsible for missing the make-up training dates. Therefore a finding of **Not Sustained** (Unfounded) 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.