



CLOSED CASE SUMMARY

ISSUED DATE: DECEMBER 20, 2017

CASE NUMBER: 2017OPA-0702

Allegations of Misconduct & Director’s Findings

Named Employee #1

Allegation(s):		Director’s Findings
# 1	5.001 - Standards and Duties 3. Employees Must Attend All Mandatory Training	Sustained

This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections are written in the first person.

EXECUTIVE SUMMARY:

The Complainant, SPD’s Compliance Bureau, alleges that Named Employee #1 failed to complete the mandatory 2017 Core Competencies training.

ANALYSIS AND CONCLUSIONS:

Named Employee #1 - Allegation #1

5.001 - Standards and Duties 3. Employees Must Attend All Mandatory Training

SPD Policy 5.001(3) states that “[e]mployees will attend mandatory training and follow the current curriculum during the course of their duties.” The sole exception for missing training is for those officers who are on approved light or limited duty and have received a waiver from a supervisor. (*See* SPD Policy 5.001(3).) Employees that have missed mandatory trainings as a result of excused absences are required to make arrangements through their supervisor to complete the trainings within a reasonable timeframe. (*See id.*)

On July 13, 2017, SPD’s Compliance Bureau provided OPA with a list of those SPD employees that had failed to complete the mandatory 2017 Core Competencies training. (*See* Original Complaint Memo.) This list constituted a final and conclusive determination of those employee that had failed to attend the training as it had been vetted through SPD Human Resources and removed the names of those individuals who were out due to Extended Sick, Light Duty, Military Leave, or Administrative Reassignment, as well as culled the list of those individuals who were marked as Exempt or Excused. (*See id.*) Prior to these steps being taken there was no definitive determination of which employees failed to attend this training without a valid justification. The steps taken by SPD’s Compliance Bureau to verify the accuracy of this information ensured that employees who had official approval to not attend this training were not improperly made the subjects of an OPA investigation, thus preserving the resources of the Department and OPA and ensuring fundamental fairness to the employees.

On January 12, 2017, Special Order SO17-003 was issued. (*See id.*) This Special Order required that all SPD supervisors complete the mandatory 2017 Core Competencies training by March 26, 2017. (*See id.*) A supplemental Special Order was issued on March 6, 2017 (SO17-003-A), which offered the training on two additional dates –



March 27 and March 29. (*See id.*) Based on OPA's investigation, this training appears to have been offered a total of twenty-seven times between January 30, 2017 and March 29, 2017. (*See Core Competencies Training Timesheets.*)

Based on a review of relevant records, Named Employee #1 (NE#1) worked twelve of the days upon which the training was offered. NE#1 was registered for this training on March 22, 2017. However, he did not attend the training due to sickness. He stated that he signed up for the supplemental session that was held on March 29, but that he got the start time confused with that of another training and was thus unable to take the Core Competencies training.

Attending training is not an optional aspect of employment at the Seattle Police Department. It is mandatory. Missing training not only results in employees that have not received up to date tactical, operational and legal instruction, but it also imposes a financial burden on the Department. Lastly, universal attendance at trainings is a cornerstone of constitutional policing and, as explained by the Court-appointed Monitor, is a crucial component of full and effective compliance.

For these reasons, while I do not believe that NE#1 intended to miss this training, his failure to take part in the training was in violation of policy.

Recommended Finding: **Sustained**