



## CLOSED CASE SUMMARY

ISSUED DATE: MAY 1, 2019

CASE NUMBER: 2018OPA-1084

### 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

**Imposed Discipline**

<b>Resigned Prior to Proposed Discipline</b>
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*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:

It was alleged that the Named Employee failed to attend a mandatory Department training.

### ANALYSIS AND CONCLUSIONS:

**Named Employee #1 - Allegations #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 November 14, 2018, SPD’s Compliance Bureau provided OPA with a list of those SPD employees that had failed to complete the mandatory 2018 Firearms/Advanced Rescue Tactics & 2018 Less Lethal Recertification/Defensive Tactics Core Principles Review. This training was required to be completed by September 27, 2018 and was offered on 34 separate days. The Compliance Bureau informed OPA that Named Employee #1 (NE#1) did not attend the training and that their records indicated that he was not excused from doing so.

OPA’s investigation revealed that NE#1 worked for 20 of the 34 days upon which the training was offered. Moreover, OPA identified that this was NE#1’s seventh missed training during his career. OPA attempted to interview NE#1 to determine why he did not attend and whether he had a legitimate reason for not doing so; however, NE#1 retired from SPD shortly after this investigation was commenced and did not respond to OPA’s requests to speak with him.



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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, NE#1's failure to attend this training was in violation of policy and I recommend that this allegation be Sustained.

Recommended Finding: **Sustained**