



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-1649

Issued Date: 03/30/2017

| 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       | <b>Not Sustained</b> (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 failed to attend mandatory 2015 Tactical De-Escalation and Firearms training in violation of SPD Special Order SO15-014 issued 04/27/2015.

#### **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. Interview of SPD employee

## **ANALYSIS AND CONCLUSION**

While the preponderance of the evidence showed that the Named Employee did not complete the mandatory training within the required timeframe and also did not attend the makeup session, the OPA Director did not find sufficient evidence to prove that the Named Employee had the opportunity to complete the training and failed to do so without a valid excuse or some other obstacle in the way that prevented her from completing the required training. This case had proof problems partly due to the length of time the Named Employee was unavailable for an interview and the absence of documentation concerning conversations said to have taken place well over a year ago.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

There was not a preponderance of the evidence either supporting or refuting the allegation. 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.*