OFFICE OF PROFESSIONAL ACCOUNTABILITY
Closed Case Summary

Complaint Number OPA#2016-0668

Issued Date: 03/21/2017

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** (Training Referral)
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 preponderance of the evidence showed that the Named Employee did not attend the training. The Named Employee had sustained a foot injury prior to his scheduled day and was forced to withdrawal and did not return to full duty until 12/30/2015 after the conclusion of the training. While make-up sessions were offered, the Named Employee does not recall seeing the email. However, one make-up session was canceled due to low attendance and the other occurred on the Named Employee's furlough.

FINDINGS

Named Employee #1
Allegation #1
The evidence showed that the Named Employee would benefit from additional training. Therefore a finding of **Not Sustained** (Training referral) was issued for *Standards and Duties: Employees Must Attend All Mandatory Training.*

Required Training: The Named Employee should receive a reminder to attend all mandatory trainings, and seek out make-up should they be offered. Additionally, be mindful to read all email communications.

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.