OFFICE OF PROFESSIONAL ACCOUNTABILITY
Closed Case Summary

Complaint Number OPA#2016-0970

Issued Date: 06/20/2017

Named Employee #1	
Allegation #1	Seattle Police Department Manual 5.001 (3) Standards and Duties: Employees Must Attend All Mandatory Training (Policy that was issued April 1, 2015)
OPA Finding	**Not Sustained** (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 did not fully complete the Mandatory May Day Preparation Training class.

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 OPA investigation showed that the Education and Training Section, to which the Named Employee was assigned at the time this training was required to be completed, had a practice of granting exemptions to instructors and those who developed training modules. No clear, written criteria or process for the granting of these exemptions was found. The evidence clearly showed that the Named Employee did not attend actual sessions of the training, but that he was either involved in the development of the training or had the content of the training delivered to him. The OPA Director could not find a preponderance of evidence to either prove or disprove that the Named Employee was not eligible for an exemption, at least based on past practice.

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.