



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-1675

Issued Date: 04/11/2016

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (3) Employees Must Attend All Mandatory Training (Policy that was issued 07/16/14)
OPA Finding	Not Sustained (Lawful and Proper)
Final Discipline	N/A

INCIDENT SYNOPSIS

The Named Employee did not complete mandatory training in 2015.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the Named Employee failed to complete the two sections of mandatory training in violation of Special Order 15-014 issued in 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. Interviews of SPD employees

ANALYSIS AND CONCLUSION

The evidence indicates the Named Employee, while following instructions given to him by an Education and Training Section (ETS) trainer, withdrew from a full-day session scheduled for when he was not going to be on vacation. The Named Employee was told that he would be given an opportunity to sign up for and attend the half-day session he needed before the mandatory time expired. However, the only times offered to him for this required half-day session were during his pre-approved vacation. Finally, the Named Employee registered for and completed a make-up session for this required training as soon as it was available. Given all this, the OPA Director concluded that the Named Employee took reasonable attempts to comply with the order and complete the training while following the directions given by the ETS staff.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the Named Employee took reasonable attempts to comply with the order and completed the training while following the directions given to him by the Education and Training Section staff. Therefore a finding of **Not Sustained** (Lawful and Proper) was issued for *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.