



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2017-0125

Issued Date: 06/08/2017

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 (Lawful and Proper)
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 complete the Mandatory 2016 Integrated Tactics training.

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 was sick on both days for which he was registered to attend the class and furloughed on the day of the make-up session. The Department does not require any independent verification of the basis for the use of sick days by employees and does not require employees to attend training on their scheduled furlough days. In this case, the Named Employee had a legitimate excuse for not completing the mandatory training.

FINDINGS

Named Employee #1

Allegation #1

The preponderance of the evidence showed that the Named Employee had a legitimate excuse for not completing the mandatory training. Therefore a finding of **Not Sustained** (Lawful and Proper) 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.