



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0755

Issued Date: 04/05/2017

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 (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 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 evidence from this OPA investigation clearly established that the Named Employee did not complete the mandatory training as required by attending one of the originally scheduled sessions or one of the scheduled make-up sessions of the training. The evidence did show that the Named Employee and her supervisor attempted to get her registered for a class but that overbooked sessions and an employee illness prevented her from attending. The evidence was not clear regarding whether or not the Named Employee had the opportunity to attend the one make-up session scheduled in January 2016. Notice of that make-up session was sent by the Education and Training Section (ETS) via an email to Captains and Lieutenants only. It was not sent to the Named Employee or her supervisor. This was not the normal procedure used by ETS by which supervisors were notified of the need to sign up employees for training. The Named Employee told OPA she was not aware of the make-up course, but the OPA investigation did not seek to determine if her supervisor was aware of the email about the January session.

FINDINGS

Named Employee #1

Allegation #1

There was no preponderance of evidence to support or refute the allegation that the Named Employee failed to complete mandatory training as required because she had no knowledge and/or opportunity to attend the training. 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.