



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0757

Issued Date: 03/31/2017

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 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 Named Employee broke his finger prior to his initial training session, scheduled for 11-11-2015. He made arrangements to attend a make-up session, which was scheduled for 01-20-2016. However, the Named Employee said that it was later determined by his physician that surgery would be required to properly fix his broken finger. As a result, he did not attend the make-up session to avoid risking further injury to his broken finger. These restrictions were noted on the Activity Prescription Form completed by his doctor six days before his scheduled make-up session.

FINDINGS

Named Employee #1

Allegation #1

A preponderance of the evidence showed that the Named Employee did not attend the make-up session to avoid risking further injury to his broken finger. 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.