



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0766

Issued Date: 03/21/2017

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 (Training Referral)
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 preponderance of the evidence showed that the Named Employee did not complete the mandatory training. While he did attend the training on 11/17/15, he left during the first hour due to an ongoing back problem and sought medical attention on 11/20/15. Despite make-up training sessions in January, the Named Employee did not attend either one as he indicated that he was not aware of the notification for make-up training sessions as it was sent to Lieutenants and Captains only. While it was understandable that the Named Employee might not have had direct information pertaining to the make-up trainings, it was still the responsibility of all officers to ensure they completed all mandatory trainings as required, and having known that he was not in compliance with this particular training, the Named Employee should have taken personal responsibility to ensure he had completed the training by attending any make-up classes if offered.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the Named Employee would benefit from additional training. Therefore a finding of **Not Sustained** (Training referral) was issued for *Standards and Duties: Employees Must Attend All Mandatory Training*.

Required Training: The Named Employee should be reminded of his obligation to complete all trainings and his personal responsibility for his compliance with all training requirements.

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.