OFFICE OF PROFESSIONAL ACCOUNTABILITY
Closed Case Summary

Complaint Number OPA#2016-1116

Issued Date: 03/20/2017

Named Employee #1	
Allegation #1	Seattle Police Department Manual 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 failed to complete the SPD - 2015 Rapid Intervention class. This class was mandatory for all sworn Employees.

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 did not complete the mandatory training as required by Special Order. However, the evidence showed that the Named Employee was registered for a session of the course that was cancelled due to no fault of the Named Employee. The Named Employee was then schedule for a later session of the training, but was off work on sick leave for that and the other remaining session of the training. The evidence showed that the Named Employee made reasonable and sustained efforts to attend and complete the training while she was on active duty. Her ultimate failure to complete the training was not within her control.

FINDINGS

Named Employee #1
Allegation #1
A preponderance of the evidence showed that the Named Employee made reasonable and sustained efforts to attend and complete the training while she was on active duty. 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.