



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-1117

Issued Date: 03/30/2017

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 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 preponderance of the evidence showed the Named Employee was signed up to complete the training twice and both classes were cancelled by the Department before he could attend. It was not clear from the evidence whether the Named Employee's failure to attend a later session of the training was a result of his own lack of action or that of his supervisor. The record showed that the Named Employee attempted to get signed up for a new session of the training, but the supervisor he contacted could not assist him. The Named Employee also demonstrated his willingness to use his vacation time to attend training for a volunteer position. Finally, the record was also clear that, for a Reserve Officer, getting signed up for training is not as simple as it is for a regular full-time officer.

FINDINGS

Named Employee #1

Allegation #1

There was not a preponderance of the evidence either supporting or refuting the allegation. 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.