



# OFFICE OF PROFESSIONAL ACCOUNTABILITY

## Closed Case Summary

Complaint Number OPA#2015-1672

Issued Date: 04/11/2016

<b>Named Employee #1</b>	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (3) Employees Must Attend All Mandatory Training (Policy that was issued 07/16/14)
OPA Finding	<b>Not Sustained</b> (Lawful and Proper)
Final Discipline	N/A

### **INCIDENT SYNOPSIS**

The Named Employee did not complete mandatory training in 2015.

### **COMPLAINT**

The complainant, a supervisor within the Department, alleged that the Named Employee failed to complete the two sections of mandatory training in violation of Special Order 15-014 issued in 2015.

### **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. Interviews of SPD employees

## **ANALYSIS AND CONCLUSION**

The OPA investigation into this allegation determined that the Named Employee's commander gave him verbal permission to ignore the Special Order concerning this mandatory training. This exemption was given for operational reasons. In so far as a Special Order is given by the authority of the Chief of Police, the obligation to comply with this order cannot be waived by anyone other than the Chief or her designee.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

The evidence showed that the Named Employee had been given an exemption for operational reasons. Therefore a finding of **Not Sustained** (Lawful and Proper) was issued for *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.*