



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2016-0759

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	<b>Not Sustained</b> (Unfounded)
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 was a volunteer unpaid Reserve Officer for SPD. He admitted that he did not attend the mandatory training. The Named Employee did not have regularly scheduled meetings with this supervisor and did not recall being notified about the make-up classes for this training. Additionally, when the Named Employee attends mandatory training as a Reserve Officer he must take vacation time to do so because the Department is unwilling to allow him to attend Reserve Officer training while being paid as a civilian employee of the Department. The OPA Director found the Department failed in its obligation to this volunteer reserve officer to make adequate arrangements to ensure he was able to complete the mandatory training. Given that the Named Employee donates his time to the Department as a Reserve Officer and when attending mandatory officer training, it seemed the least the Department could do was make it easy for him to get signed up for the training.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

A preponderance of the evidence showed that the Department failed in its obligation to Named Employee #1 to make adequate arrangements to ensure he was able to complete the mandatory training. Therefore a finding of **Not Sustained** (Unfounded) 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.*