



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0763

Issued Date: 01/05/2017

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	Sustained
Final Discipline	Oral Reprimand

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 complainant alleged that the Named Employee did not attend the mandatory 2015 integrated Use of Force and Tactics training as required. SPD published a Special Order 15-029 requiring all sworn personnel to attend Integrated Use of Force and Tactics training. The Named Employee did not attend as required. In his OPA interview the Named Employee acknowledged that he did not attend the training and did not offer any explanation for why he did not attend the training. The Named Employee was scheduled for the training on 09/02/2015 and 11/08/2015, but he withdrew from both classes. He was scheduled again for the training on 11/17/2015 but did not withdraw or show up for that training. An additional make-up class for this course was conducted on 01/20/2016. This make-up session was announced via email sent to all lieutenants and captains on 01/07/2016. The Named Employee did not attend this session of the training either.

FINDINGS

Named Employee #1

Allegation #1

A preponderance of the evidence showed that Named Employee #1 did not attend the training and had no explanation for not attending mandatory training. Therefore a **Sustained** finding was issued for *Standards and Duties: Employees Must Attend All Mandatory Training*.

Discipline Imposed: Oral Reprimand

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.