



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number 2017OPA-0197

Issued Date: 08/03/2017

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (3) Training, Qualification and Certification: Employees Must Attend All Mandatory (Policy that was issued April 1, 2015)
OPA Finding	Sustained
Final Discipline	Written Reprimand

INCIDENT SYNOPSIS

This alleged violation was forwarded to OPA by the Compliance Bureau via a confidential memo. The Compliance Bureau comprised a list of employees who according to their (The Compliance Bureau) records failed to attend mandatory CPR/ AED training in 2016. This list excluded all employees who missed training due to the following: Extended Sick Leave, Military Leave, Administrative Reassignment and any otherwise Exempt and/or Excused employees. The Named Employee (NE) above was on said list.

COMPLAINT

The complainant alleged that the Named Employee failed to attend mandatory training.

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 shows that the Named Employee did not complete mandatory training by the date specified on the Special Order. Furthermore, the OPA investigation did not discover any evidence to suggest the Named Employee was prevented from attending and completing the mandatory training by the due date for reasons beyond his control.

FINDINGS

Named Employee #1

Allegation #1

The OPA investigation found that the Named Employee did not complete the mandatory training. Therefore **Sustained** finding was issued for *Training, Qualification and Certification: Employees Must Attend All Mandatory*.

Discipline Imposed: Written 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.