



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-1669

Issued Date: 04/11/2016

Named Employee #1	
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	Not Sustained (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 evidence indicates that the Named Employee was registered for the required classes within the timeframe specified in the Special Order. However, before he could attend the training, he went on Department approved leave. The leave lasted beyond the date of his scheduled training and prevented him from attending the training for which he was registered. When the Named Employee returned from leave, there was no room in any of the remaining training sessions prior to the expiration of the mandatory completion date. Finally, the Named Employee registered for and completed a make-up session for this required training as soon as one was available.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the Named Employee took reasonable attempts to comply with the order and completed the training while following the directions given to him by the Education and Training Section staff. 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.