



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0754

Issued Date: 01/17/2017

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 the Named Employee did not attend the mandatory 2015 Integrated Use of Force and Tactics. SPD published a Special Order requiring all sworn personnel to attend Integrated Use of Force and Tactics training. The Named Employee was scheduled to attend the training on 09/13/2015 but did not show up for the class. He was marked as a No Show. The Named Employee was again scheduled to attend the training on 11/19/2015 but withdrew from the class. The Named Employee was scheduled for a third class on 01/20/2016 but did not show for the class. He was marked again as a No Show. The Named Employee was on furlough the day of the 01/20/2016 class. He did not withdraw from the class, nor did he get permission from a supervisor or notify a supervisor that he could not attend due to furlough. The Named Employee told OPA he did not attend the mandatory training, did not offer any explanation for why he did not attend the class and acknowledged he did not attend.

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.