



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-0518

Issued Date: 12/16/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (3) Employees Must Attend All Mandatory Training (Policy that was issued 07/16/2014)
OPA Finding	Sustained
Allegation #2	<u>Seattle Police Department Manual</u> 4.010 (2) Employees Schedule Time Off With Their Sergeant/Supervisor (Policy that was issued 05/16/2012)
OPA Finding	Sustained
Allegation #3	<u>Seattle Police Department Manual</u> 5.001 (10) Employees Shall Be Truthful and Complete in All Communications (Policy that was issued 04/01/15)
OPA Finding	Not Sustained (Inconclusive)
Final Discipline	No Discipline, employee retired

INCIDENT SYNOPSIS

The named employee did not attend mandatory training but marked his timesheet that he had attended the training.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the named employee during an OPA interview stated that he did not complete mandatory training on 12/1/15. There is no indication he attended the training at a later time. During that interview the named employee

also said that he left training and went back to his light duty assignment but did not put in a full day. His electronic time sheets credit him for a full day of training. There is no indication he requested time off through a supervisor.

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 employees

ANALYSIS AND CONCLUSION

The evidence showed that the named employee reported for mandatory training but informed the training staff that he was on limited duty and they released him from training. The limited duty for the named employee had already ended prior to being required to report to mandatory training. After being released the named employee did not return to either his limited duty assignment or his regular patrol assignment and left work without permission of his supervisor. The named employee marked his time sheet for a full day of training and was paid for a full day.

FINDINGS

Named Employee #1

Allegation #1

The weight of the evidence showed that the named employee did not complete the mandatory training. Therefore a **Sustained** finding was issued for *Employees Must Attend All Mandatory Training*.

Allegation #2

The weight of the evidence showed that the named employee left work without permission from his supervisor. Therefore a **Sustained** finding was issued for *Employees Schedule Time Off With Their Sergeant/Supervisor*.

Allegation #3

The evidence could not prove or disprove that the named employee was not truthful. Therefore a finding of **Not Sustained** (Inconclusive) was issued for *Employees Shall Be Truthful and Complete in All Communications*.

Discipline imposed: No Discipline, employee retired

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.