



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-1645

Issued Date: 05/16/2015

|                          |  |
|--------------------------|--|
| <b>Named Employee #1</b> |  |
| 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              | <b>Sustained</b>   |
| Final Discipline         | Oral Reprimand   |

#### **INCIDENT SYNOPSIS**

The Named Employee did not complete the mandatory training by the date specified in Special Order 15-014.

#### **COMPLAINT**

The complainant, a supervisor within the Department, alleged that the Named Employee failed to complete the mandatory training as required by special order that required the training to be completed by September 3, 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 employee

## **ANALYSIS AND CONCLUSION**

The evidence showed that the Named Employee did not complete the mandatory training required by Special Order 15-014 in a timely manner. The evidence further showed that the Named Employee did not request an exemption from the training due to any extended leave issues or other excused absence.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

The evidence showed that the Named Employee did not complete the mandatory training in a timely manner as required by Special Order. Therefore a **Sustained** finding was issued for *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.*