



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-0843

Issued Date: 03/17/2017

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	<b>Not Sustained</b> (Training Referral)
Final Discipline	N/A

#### **INCIDENT SYNOPSIS**

The Named Employee did not complete mandatory training.

#### **COMPLAINT**

The complainant, the Compliance Bureau, alleged that the Named Employee failed to complete SPD 2015 Defensive Tactics #1, in violation of Special Order S015-004, dated February 4, 2015, which stated that Defensive Tactics #1 is mandatory for all sworn personnel, and that training must be completed no later than April 13, 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. Interview of SPD employee

## **ANALYSIS AND CONCLUSION**

The preponderance of the evidence showed the Named Employee did not complete the mandatory training as required by Special Order. The evidence also showed that the Named Employee was at work some days during which the training was offered. However, it was not possible to know if any of those sessions of the training had spaces and could have accommodated the Named Employee at any given time. The evidence also showed that the Named Employee took a considerable amount of leave time away from work to care for a seriously ill parent during the time span in which the mandatory training was offered. The Named Employee fully acknowledged his failure to complete the training and noted that he was preoccupied with the many details and emotional stress of caring for his mother at that time. The Named Employee told OPA he did not intentionally or consciously miss the training and supported the necessity for officer training. Taking all the circumstances into consideration, the OPA Director believed the Named Employee's failure to complete training was inadvertent and a result of his physical and mental absence from work due to a family medical crisis.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

The evidence showed that the Named Employee would benefit from additional training. Therefore a finding of **Not Sustained** (Training Referral) was issued for *Standards and Duties: Employees Must Attend All Mandatory Training*.

**Required Training:** The Named Employee's supervisor should encourage him to make certain he completes all mandatory training in the future or, if it is not possible for him to do so, to communicate this to his supervisor and seek a resolution to the problem.

*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.*