



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0756

Issued Date: 01/05/2017

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 that the Named Employee did not attend the mandatory 2015 Integrated Use of Force and Tactics training as required. SPD published a Special Order 15-029 requiring all sworn personnel to attend Integrated Use of Force and Tactics training. The Named Employee was scheduled to attend the class on November 5, 2015, but said he did not attend the training class because of a medical reason. The Named Employee in his interview said he showed up to another class and attended without being scheduled. He was unable to provide the date he attended the mandatory class. The Named Employee stated that he kept all of his schedule on a paper calendar but sometime before the OPA interview he accidentally ran the calendar through the wash so he was unable to provide the exact date. The Named Employee gave a vague description of what the class entailed and said he believed that Officer Miles was one of the instructors. OPA contacted the Advanced Training Unit and found that there were seven dates in November that the Named Employee could have attended training. The Named Employee did not sign any of the rosters for those training dates and could not explain why he was not on any of the rosters. OPA then checked to see if Officer Miles was an instructor for any of the dates the Named Employee could have attended in November, and found that Officer Miles was on extended leave during the entire time period. A make-up session for this training took place on January 20, 2016. OPA checked the Named Employee's timesheet for that week and noted the Named Employee was not paid for that day, it was the first day of his three-day furlough. Based on the fact that the Named Employee did not attend his scheduled training, he was not scheduled through the training system for any other training sessions, he did not have an independent record of the date when he attended the training, OPA verified that the instructor the Named Employee recalled as having instructed him was not actually working during the November training cycle, and the Named Employee was furloughed on the day of the January make-up session, the preponderance of the evidence did not support the Named Employee's contention he completed the training as required.

FINDINGS

Named Employee #1

Allegation #1

A preponderance of the evidence supported the conclusion that the Named Employee did not attend 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.