OFFICE OF PROFESSIONAL ACCOUNTABILITY
Closed Case Summary

Complaint Number OPA#2015-1651

Issued Date: 12/13/2016

Named Employee #1	
Allegation #1	Seattle Police Department Manual 5.001 (3) Standards and Duties: Employees Must Attend All Mandatory Training (Policy that was issued 04/01/2015)
OPA Finding	**Not Sustained** (Inconclusive)
Final Discipline	N/A

INCIDENT SYNOPSIS

The SPD Compliance and Professional Standards Bureau submitted a list of names of employees who failed to attend mandatory training in violation of SPD Special Order SO15-014 issued 04/27/2015.

COMPLAINT

Complainant alleges the named employee failed to attend mandatory 2015 Tactical De-Escalation and Firearms training in violation of SPD Special Order SO15-014 issued 04/27/2015.

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

A preponderance of the evidence showed the Named Employee was on leave for approximately half of 2015. However, based on the Named Employee's interview and records provided by SPD Human Resources, the Named Employee was shown to have been on full duty during the timeframe the training took place. The Named Employee told OPA he believed he signed up to complete the training but, before the session for which he was registered, his doctor decided surgery was medically necessary. Due to the technical limitations of the electronic system used by SPD to track course registrations, OPA was unable to find sufficient evidence to either prove or disprove this claim.

FINDINGS

Named Employee #1
Allegation #1
The preponderance of the evidence could neither prove nor disprove the claim. Therefore a finding of **Not Sustained** (Inconclusive) was issued for *Standards and Duties: Employees Must Attend All Mandatory Training.*

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.