OFFICE OF PROFESSIONAL ACCOUNTABILITY
Closed Case Summary

Complaint Number OPA#2016-0902

Issued Date: 04/19/2017

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 April 1, 2015)
OPA Finding	**Sustained**
Final Discipline	Had the Named Employee not separated from the Department, discipline would have been imposed.

INCIDENT SYNOPSIS

The Named Employee did not complete mandatory training.

COMPLAINT

The complainant, the Compliance Bureau, alleged that the Named Employee did not complete mandatory e-Learning New Radio Template Changes Training within the given timeline.

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 complete mandatory training on the new SPD radios as required. SPD published a bulletin in April 2016 requiring that all sworn employees complete training on the new radio template changes by June 9, 2016. In July 2016 the Compliance Bureau sent a list of all employees who did not complete the training to OPA. During the interview the Named Employee stated that he did not complete the training as required. He offered no excuse for missing the training stating that it just slipped past him.

FINDINGS

Named Employee #1
Allegation #1
A preponderance of the evidence showed that Named Employee #1 did not complete the mandatory training. Therefore a **Sustained** finding was issued for *Standards and Duties: Employees Must Attend All Mandatory Training.*

Discipline Imposed: Had the Named Employee not separated from the Department, discipline would have been imposed.

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.

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