



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-1655

Issued Date: 02/12/2016

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (12) Employees Shall Not Use Their Position or Authority for Personal Gain (Policy that was issued 04/01/2015)
OPA Finding	Not Sustained (Training Referral)
Final Discipline	N/A

INCIDENT SYNOPSIS

The named employee had ordered equipment and supplies for his unit.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the named employee ordered personal equipment and supplies at the same time as he ordered Department equipment and supplies in order to avoid paying a separate delivery fee.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint email
2. Interview of witness
3. Search for and review of all relevant records and other evidence
4. Interview of SPD employees

ANALYSIS AND CONCLUSION

The investigation showed that although the named employee did attempt to use his position with SPD as a means to avoid paying a delivery fee for merchandise for his personal use, two factors mitigated his culpability. First, he was aware that the two previous sergeants in his unit had engaged in the same behavior and therefore assumed it was permissible conduct. Secondly, the vendor refused to waive the delivery fee based on their knowledge of a previous OPA investigation into similar misconduct. As a result, the named employee never actually received the benefit sought.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the named employee did not benefit from using his position of authority. Therefore a finding of **Not Sustained** (Training Referral) was issued for *Employees Shall Not Use Their Position or Authority for Personal Gain*.

Required Training: The named employee's supervisor should clearly remind him that he is to avoid even the appearance of using his position as an SPD employee for personal gain.

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.