OFFICE OF PROFESSIONAL ACCOUNTABILITY (OPA)
Closed Case Report
April-May-June 2014

The Office of Professional Accountability's (OPA) complaint report provides information about Seattle Police Department (SPD) misconduct complaints that are investigated by OPA. This report includes summaries of cases closed during the months of April, May and June 2014, along with data on the number and classification of complaints filed, with a comparison to 2013. This report includes charts showing the percentage of cases closed with different types of findings, information about the OPA mediation program, and policy review and training recommendations when made.

Statistical Highlights

- In the second quarter of 2014, there were 51 complaints filed in which 122 employees were named (6.7% of 1,820 SPD employees).
- 19% of the allegations closed during this period were Sustained. Sustained findings result in discipline. By comparison, 16% of 2013 allegations resulted in a Sustained finding.
- 13% of allegations closed to date in 2014 resulted in a Training Referral. A finding of Training Referral means that there may have been a violation of policy, but it was not willful and did not rise to the level of misconduct. In such cases, training is provided instead of discipline. In 2013, 13% of allegations were closed with a Training Referral finding.
- The remaining cases were closed as Unfounded, Lawful and Proper, or Inconclusive.

Seattle Police Department – Office of Professional Accountability

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Investigations involving alleged misconduct by SPD employees are summarized below. Identifying information has been removed.

April-May-June Closed Cases

Case Summary	Case Finding
13-0366 The complainant alleged the named employee, who identified himself as an SPD employee, became argumentative and threatening when questioned by Snohomish County 911 Dispatchers about a 911 hang-up.	Allegation and Finding: 1. Professionalism-Policy – **Sustained** 2. Professionalism-Courtesy – **Sustained** The evidence showed that the named employee identified himself as a SPD officer and was discourteous. Discipline imposed by Chief of Police: 2-day suspension; held in abeyance for 2 years if certain conditions are met.
13-0408 Anonymous complainant alleged the named employee had a red and blue light bar on personal vehicle to avoid getting parking tickets when parking in construction zone while working secondary employment.	Allegations and Findings: 1. Integrity – **Inconclusive** 2. Secondary Employment – **Inconclusive** The evidence showed that the named officer was not aware of State regulations prohibiting placing red and blue lights in personal vehicle and motivation was to protect self and other flaggers. Investigation could not prove or disprove named officer was trying to avoid parking citations. Absence of approved secondary employment permits on file cannot be relied upon as proof that valid permits were not in place for the dates in question.
13-0476 The complainant, a supervisor within the Department, alleged that the named employee was not honest in statements made regarding a collision and a damaged locker.	Allegations and Findings: 1. Honesty – **Sustained** The evidence showed the named employee was dishonest. Discipline imposed by Chief of Police: Termination

Case Summary	Case Finding
14-0105 The complainant, a supervisor within the Department, alleged that the named employee submitted a police report with a false statement. It is also alleged that there is no In-Car Video for the incident even though the report indicated there would be ICV.	Allegations and Findings: 1. Honesty – **Inconclusive** 2. Primary Investigation – **Sustained** The evidence was inconclusive regarding whether the statements made in the police report were intentionally false or just a mistake. However, the evidence did show that the named employee's investigation and documentation were inadequate. Discipline imposed by Chief of Police: Termination
13-0444 The complainant, a supervisor within the Department, alleged the named employee on multiple occasions failed to review and submit Use of Force review documentation as required by policy. Additionally, the named employee failed to ensure that a subordinate (named employee #2) complied with the same policy.	Allegations and Findings: Named Employee #1 1. Responsibilities of Supervisors – **Training Referral** 2. Reviewing Use of Force Incident/Policy – **Training Referral** Named Employee #2 1. Reviewing Use of Force Incident/Policy – **Training Referral** The evidence showed that named employee #1 was out of compliance with policy by not reviewing and submitting Use of Force reports in the required reporting period. The evidence showed that named employee #2 was out of compliance with policy by not submitting Use of Force packets in the required reporting period.
13-0443 The complainant alleged that an unknown employee raped her 45 minutes prior to her arrest.	Allegations and Findings: 1. Violation of Law – Sexual Assault - **Unfounded** No evidence was found to support any portion of the complainant's account.
13-0412 The complainant alleged the named employee committed a sexual assault against her after she was taken into custody while being transported to the jail.	Allegations and Findings: 1. Violation of Law – Sexual Assault - **Unfounded** The evidence (continuous In-Car Video of the inside of the police car during the entire trip to jail) showed that no sexual assault occurred.

Case Summary	Case Finding
13-0406 The complainant alleged the named employee told the complainant's friend that he had to get out of downtown and unjustifiably pushed and touched the friend on his shoulders and chest. Complainant further alleged that the named employee tried to provoke his friend into an altercation.	Allegations and Findings: 1. Professionalism-Rudeness – **Inconclusive** 2. Unnecessary Use of Force – **Inconclusive** 3. Secondary Employment – **Training Referral** 4. Social Contacts, Terry Stops & Arrests – **Inconclusive** The evidence neither proved nor disproved that the named employee was rude or used unnecessary force. However, the exact nature, purpose and justification for this contact was not clear in the record. A training referral finding directed the named employee's supervisor to review the secondary employment policy with the employee.
14-0004 The complainant, a supervisor within the Department, alleged the named employee failed to use or activate the In-Car Video System during a Use of Force incident.	Allegations and Findings: 1. In-Car Video/Policy - **Sustained** The evidence showed that the named employee had several opportunities to activate the In-Car Video but failed to do so. Discipline imposed by Chief of Police: Oral reprimand
12-0476 It was self-reported to a witness officer that the named employee assaulted a handcuffed suspect without provocation.	Allegations and Findings: 1. Violation of Law – Assault – **Sustained** 2. Unnecessary Use of Force – **Unfounded** 3. Professionalism – Exercise of Discretion – **Unfounded** 4. Professionalism – Courtesy – **Sustained** The evidence showed by the named employee's own admission that there was no lawful reason to use force on the subject and that his behavior was neither professional nor courteous as required by policy. Because the named employee had no legitimate law enforcement purpose for contacting the subject; the named employee did not exercise law enforcement discretion in this incident. Discipline imposed by Chief of Police: 5-day suspension without pay

Case Summary	Case Finding
13-0370 The complainant alleged the named employees failed to properly investigate her report of domestic violence and acted unprofessionally. It is alleged that one named employee had exhibited unprofessional conduct and that another named employee was rude.	Allegations and Findings: Named Employee #1: 1. Professionalism–Exercise of Discretion – **Inconclusive** 2. Primary Investigation/Officer Responsibility – **Sustained** Named Employee #2: 1. Professionalism-Courtesy – **Sustained** Named Employee #3: 1. Professionalism–Courtesy – **Lawful & Proper** 2. Primary Investigation/Officer Responsibility – **Lawful & Proper** Named Employee #4 1. Professionalism-Courtesy - **Training Referral** The evidence showed that named employee #1 did not believe the complainant was credible and was not going to take a report as required by policy. The evidence found that named employee #2 admitted to making a comment that was unprofessional. The evidence found that named employee #3 properly documented the incident in a police report. A training referral finding directed named employee #4's supervisor to review the Professionalism policy with the named employee. Discipline imposed by Chief of Police: Named Employee #1 – No penalty imposed but will be required to receive additional training on Domestic Violence Investigations and Report Writing; Named Employee #2 – Written reprimand
13-0054 The complainant, a supervisor with the Department, was notified by another police department that an incident of a domestic disturbance occurred involving the named employee.	Allegations and Findings: 1. Violation of Law – DV Assault – **Inconclusive** The named employee was found Not Guilty following a jury trial. No preponderance of evidence to support an allegation of DV assault was found.

Case Summary	Case Finding
13-0267 The complainant alleged the named employee used excessive force on an elderly male by throwing the man to the ground and screaming at the man unnecessarily.	Allegations and Findings: 1. Unnecessary Use of Force – **Sustained** 2. Professionalism-Courtesy – **Unfounded** The evidence showed that the named employee took physical control of the man, even though there were no objective information/facts to lawfully detain him. It is unclear as to whether the named employee intentionally pushed the man away or if he just let go of the man and he fell on his own. The preponderance of evidence shows the named employee spoke with a stern voice but did not yell at the man. Discipline imposed by Chief of Police: Oral reprimand
13-0481 The complainant, a supervisor in the Department, alleged that the named employee conducted an unlawful detention and search of the subject and was unprofessional.	Allegations and Findings: 1. Professionalism–Profanity – **Sustained** 2. Terry Stops-Social Contact – **Unfounded** The evidence showed that the named employee used profanity when he first made contact with the subject. The detention of the subject was consistent with the requirements of policy in force at the time of the incident. Discipline imposed by Chief of Police: Oral reprimand
13-0373 The complainant alleged the named employee harassed him by stopping him numerous times for unjustified traffic violations. It is also alleged that the named employee removed the complainant's pistol from his person during three of the traffic stops even though the named employee knew that he possessed a valid CPL. It is further alleged that the named employee used profanity.	Allegations and Findings: 1. Professionalism –Exercise of Discretion – **Inconclusive** 2. Professionalism-Profanity – **Sustained** 3. In-Car Video – **Sustained** 4. Terry Stops of Vehicle – **Unfounded** The evidence showed that the named employee used profanity, that the named employee's external microphone for the In-Car Video was not turned on as required by policy, and that the AM/FM radio in the police car was turned up so loud that it masked other sounds both inside and outside the police car. The evidence also showed that the named employee had not stopped the complainant multiple times during the last year for traffic violations. Discipline imposed by the Chief of Police: 5-day suspension without pay, 3 days held in abeyance for one year; Disciplinary Transfer held in abeyance for one year

Case Summary	Case Finding
13-0448 The complainant alleged the named employee had stolen her husband's cell phone and clothing.	Allegations and Findings: 1. Violation of Law – Theft - **Unfounded** There was no evidence of a theft or that any SPD employee was involved in a theft.
13-0458 The complainant, a supervisor in the Department, alleged the named employee was creating a distraction in the work place and when asked to stop the named employee responded with a threatening gesture.	Allegations and Findings: 1. Professionalism–Policy – **Inconclusive** 2. Professionalism-Courtesy – **Inconclusive** 3. Department Email & Internet Policy – **Training Referral** The allegations of professionalism could neither be proved nor disproved by a preponderance of the evidence. A training referral finding for the remaining allegation directs the named employee's supervisor to review the Department Email & Internet Policy with the named employee.
13-0427 The complainant, a supervisor within the Department, alleged the named employee used force that may have not been within policy and that the named employee's statement about the incident might not have been consistent with what is seen and heard on the In-Car Video.	Allegations and Findings: 1. Honesty – **Inconclusive** 2. Unnecessary Use of Force – **Lawful & Proper** 3. Primary Investigation – **Training Referral** 4. In-Car Video – Policy – **Sustained** The evidence neither proved nor disproved that the identified inaccuracies were intentional on the part of the named employee. The evidence showed that the force used by the named employee was within policy. A training referral finding will give the named employee the opportunity to review this incident and statement with their supervisor who can discuss the importance of accurate report / statement writing. The evidence shows that the named employee neither activated the In-Car Video for the event nor wore the portable In-Car Video microphone as required by policy. Discipline imposed by Chief of Police: Written reprimand
13-0490 The complainant alleged the named employee, while responding to a 911 call, yelled at him and became aggressive by making violent statements.	Allegations and Findings: 1. Professionalism – Courtesy – **Unfounded** 2. In-Car Video – Policy – **Lawful & Proper** The evidence, including In-Car Video, did not support the complainant's allegation of discourtesy by the named employee. The named employee did report the improperly working video equipment to their supervisor and could not activate their In-Car Video.

Case Summary	Case Finding
13-0517 The complainant, a supervisor within the Department, alleged the named employee interfered with an active criminal investigation the Department was conducting.	Allegations and Findings: 1. Communication and Confidentiality - **Unfounded** The evidence showed that the named employee actions were proper and did not interfere with a criminal investigation.
13-0516 The complainant, a supervisor within the Department, alleged the named employee withheld information that a Department Commander had been involved in a DUI incident.	Allegations and Findings: 1. Professionalism – Reporting Misconduct - **Unfounded** The evidence showed no record of a high-ranking SPD employee being stopped, cited or having their name run in Washington or any other state. Therefore the evidence showed that the named employee could not have reported this misconduct per policy.
13-0317 The complainant, a supervisor within the Department, alleged the named employee may have used unnecessary force when taking a subject into custody.	Allegations and Findings: 1. Unnecessary Use of Force – **Inconclusive** No preponderance of evidence could be found to either support or refute the allegation of unnecessary force.
13-0465 The complainant, a supervisor within the Department, alleged the named employee gave different accounts in a written statement and subsequent verbal statements.	Allegations and Findings: 1. Honesty – **Unfounded** 2. Primary Investigations – **Training Referral** The evidence showed that the named employee provided incorrect information from memory and notified appropriate personnel after realizing the mistake. A training referral finding will give the named employee and their supervisor the opportunity to review the policy in question as it relates to the facts in the case.
13-0441 The complainant alleged the named employees acted unprofessionally when one of them suggested that the complainant's domestic partner take measures to restrict the complainant's access to their jointly owned home. Additionally the other named employee allegedly made comments that the complainant's relationship was not a real marriage.	Allegations and Findings: Named Employee #1 1. Professionalism – Policy - **Unfounded** Named Employee #2 1. Professionalism – Policy – **Unfounded** 2. Unbiased Policing – Policy – **Unfounded** The evidence showed that the named employees properly advised the parties in a domestic dispute to use the courts to settle their differences. The investigation found no evidence to support the allegation that named employees made remarks regarding the legitimacy or legality of the union between the complainant and the witness.

Case Summary	Case Finding
13-0524 The complainant, a supervisor within the Department, alleged the named employee failed to report a Use of Force statement made by an officer of another agency that was heard while assisting in taking a suspect into custody.	Allegations and Findings: 1. Public & Internal Complaint Process - **Unfounded** The named employee did not fail to report misconduct.
13-0520 The complainant alleged, after being placed in the rear of the named employee's patrol vehicle, that the patrol car door was slammed into his head causing bruising on his forehead.	Allegations and Findings: 1. Unnecessary Use of Force - **Unfounded** The evidence, including In-Car Video, showed that the named employee did not slam the patrol car door on the complainant's head and acted professional during his contact with the intoxicated and upset subject.
13-0488 The complainant alleged that an SPD patrol vehicle pulled in behind him and "clipped" his bumper after shining his spotlight into his eyes.	Allegations and Findings: 1. Violation of Law – Hit & Run - **Inconclusive** The evidence neither proved nor disproved that an SPD vehicle clipped the complainant's bumper.
13-0484 The complainant alleged that an unknown SPD supervisor "had a relationship" with a Police Explorer.	Allegations and Findings: 1. Integrity – Misuse of Authority - **Inconclusive** No evidence, other than rumor, could be found to either refute or substantiate this allegation.
13-0480 The complainant alleged the named employee "choked" him during service of an arrest warrant.	Allegations and Findings: 1. Unnecessary Use of Force - **Unfounded** The evidence, including In-Car Video, showed that the named employee had not used any force on the complainant.
13-0434 The complainant, a hospital security officer, alleged the named employee acted unprofessionally by repeatedly asking if there was an emergency related to a 911 call and ignoring the complainant's attempt to explain the situation.	Allegations and Findings: 1. Professionalism – Courtesy – **Training Referral** The preponderance of evidence showed that the named employee was less than courteous when dealing with the complainant. A training referral finding will give the named employee the opportunity to review the professionalism section in the manual with their supervisor, and how it applies in the context of this complaint.

Case Summary	Case Finding
13-0463 The complainant alleged the named employee used force that was unnecessary or excessive.	Allegations and Findings: 1. Unnecessary Use of Force – **Lawful & Proper** The evidence showed that the named employee used reasonable and necessary force in taking the complainant into custody.
13-0390 The complainant alleged the named employees falsely arrested him in possible retaliation for a previous OPA complaint and mishandled or lost his keys.	Allegations and Findings: Named Employee #1 1. Public & Internal Complaint Process – **Unfounded** 2. Performing Inventory Searches – **Training Referral** Named Employee #2 1. Public & Internal Complaint Process – **Unfounded** 2. Performing Inventory Searches – **Training Referral** The evidence showed that the named employees had no choice but to take the course of action that occurred in this incident and that a previous complaint played no role in this action. A training referral finding for the named employees will give them an opportunity to review the Performing Inventory Searches policy with their supervisor.
13-0478 The complainant alleged the named employee was discourteous by screaming at him while conducting traffic control, then failed to properly identify himself when asked by the complainant.	Allegations and Findings: 1. Professionalism – Courtesy – **Lawful & Proper** 2. Professionalism – Duty to Identify – **Unfounded** The evidence showed that the named employee was lawfully present and had a legitimate reason for contacting the complainant and the allegation of being rude is not supported by the evidence. The named employee showed the complainant his nametag and badge number but was not asked to write it down.

Case Summary	Case Finding
13-0489 The complainant alleged the named employees were wasting their time and resources harassing him and were unprofessional by yelling at him, threatening him, intimidating him, and embarrassing him. OPA noted there was no In-Car Video for this incident.	Allegations and Findings: Named Employee #1 1. Professionalism – Courtesy – **Inconclusive** 2. In-Car Video – Policy – **Sustained** Named Employee #2 1. Professionalism – Courtesy – **Inconclusive** 2. In-Car Video – Policy – **Sustained** The evidence showed that the named employees contacted the complainant for a limited amount of time to warn him to move his vehicle. However, due to a lack of In-Car Video, it is inconclusive as to what actions the officers took during this incident. The evidence also showed that the named employees did not activate In-Car Video for the event as required by policy. Discipline imposed by the Chief of Police: Named Employee #1 – Oral reprimand; Named Employee #2 – Oral reprimand
13-0301 The complainant alleged the named employee had been improperly utilizing his time and Department resources between his SPD and military employment positions.	Allegations and Findings: 1. Unauthorized Absence – **Sustained** 2. Requests for Military Leave – **Sustained** 3. Time Balances – **Sustained** 4. Integrity – **Sustained** 5. Compensation Regulations – **Sustained** 6. Cellular Phones – **Unfounded** 7. Department Vehicles Rules of Operation – **Unfounded** The evidence showed that the named employee did not accurately account for flex-time hours accrued and used, nor did the named employee submit the required Department or military documents requesting military leave. The named employee entered incorrect time codes and never made self-corrections to their timesheet(s) while drawing regular pay from SPD during the time military pay was being earned, even though Department policy prohibits employees from receiving pay from another employer for the same time they are receiving pay from the Department. There is no evidence that the named employee used either a Department-issued cellular phone or a Department issued vehicle to benefit the military. Discipline imposed by the Chief of Police: 10-day suspension without pay; forfeiture of compensated discretionary time balances to cover any period of time coded as being paid by military for a 24-hour period and paid by the Department during the same 24-hour period.

Case Summary	Case Finding
13-0442 The complainant, a supervisor within the Department, alleged the named employee directed profanity and other derogatory language towards the subject and operated the police vehicle in a dangerous manner.	Allegations and Findings: 1. Professionalism – Derogatory Language – **Sustained** 2. Professionalism – Profanity – **Sustained** 3. Emergency Vehicle Operations – **Sustained** The evidence showed that the named employee, who is white, referred to the subject who is African-American as "boy", as well as directed profanity at him. The evidence also supported the allegation that the named employee operated the police vehicle in an unsafe manner. Discipline imposed by the Chief of Police: 15-day suspension without pay
13-0414 The complainant alleged the named employee, who was working off-duty at a community center, was observed by a minor viewing inappropriate material on his personal phone. It is also alleged that the named employee uncuffed and released a previously detained minor without having a supervisor screen the incident.	Allegations and Findings: 1. Professionalism – Policy – **Sustained** 2. Arrest Procedures – **Sustained** The evidence showed that the named employee did watch inappropriate material on his personal phone that was inadvertently witnessed by a minor. The evidence also shows that the named employee did place handcuffs on a minor while joking around and did not report it to the minor's parents or their supervisor. Discipline imposed by Chief of Police: 2-day suspension without pay

Case Summary	Case Finding
13-0245 The complainant alleged the named employee posted sexually explicit photographs of her on Facebook following the termination of their dating relationship.	Allegations and Findings: 1. Violation of Law – Identity Theft 2nd Degree – **Sustained** 2. Violation of Law – DV Stalking – **Sustained** 3. Violation of Law - Perjury – **Sustained** 4. Department Vehicles Rules of Operation – **Sustained** 5. Department E-mail & Internet Use – **Inconclusive** 6. Criminal Records - Policy – **Sustained** 7. Honesty – **Sustained** The preponderance of the evidence showed that the named employee committed Identity Theft to further the crime of Cyberstalking. It also showed that the named employee provided false information in a sworn application for a Protection Order, as well as in the course of the OPA investigation, and used SPD equipment and access to law enforcement databases for unauthorized purposes. Discipline imposed by Chief of Police: Termination
13-0107 The complainant alleged the named employee's privilege to drive was suspended on 8/20/12; it was released on 8/22/12. The officer was at work driving on 8/21/12 on a suspended license.	Allegations and Findings: 1. Violation of Law – **Sustained** 2. Complaint Process – Reporting Requirements – **Sustained** The evidence showed that the named employee's driving status was suspended on the date in question and that it was not reported to their supervisor. Discipline imposed by Chief of Police: 1-day suspension without pay
13-0491 The complainant alleged the named employee, while working secondary employment, harassed her by issuing a parking citation and in retaliation for a previous OPA complaint.	Allegations and Findings: 1. Public & Internal Complaint Process – Individual Employee Responsibilities – **Unfounded** The evidence showed that the prior contact with the complainant played no role in the named employee's decision to issue a parking citation which was verified to be a correct parking violation.

Case Summary	Case Finding
14-0003 The complainant alleged the named employee was "disrespectful" while explaining to her why her ride-a-long was being cancelled.	Allegations and Findings: 1. Professionalism – Courtesy – **Lawful & Proper** The evidence showed that the named employee did not raise her voice or say anything inappropriate.
14-0025 The complainant alleged the named employee, while assisting Washington State Patrol in a DUI arrest, closed the car door on her legs, causing pain.	Allegations and Findings: 1. Using Force – When Authorized – **Inconclusive** The evidence neither proved nor disproved that a possible injury to the complainant was possibly caused by the named employee.
13-0477 The complainant alleged that two of the named employees may have used force that "may not have been reasonable" under the circumstances. Additional employees were added to the complaint as they had not activated their In-Car Video.	Allegations and Findings: Named Employee #1 1. In-Car Video – Policy – **Lawful & Proper** Named Employee #2 1. In-Car Video – Policy – **Lawful & Proper** Named Employee #3 1. In-Car Video – Policy – **Lawful & Proper** Named Employee #4 1. In-Car Video – Policy – **Lawful & Proper** Named Employee #5 1. In-Car Video – Policy – **Lawful & Proper** Named Employee #6 1. Unnecessary Use of Force – **Lawful & Proper** 2. In-Car Video – Policy – **Lawful & Proper** Named Employee #7 1. Unnecessary Use of Force – **Lawful & Proper** 2. In-Car Video – Policy – **Lawful & Proper** The evidence showed that technical issues, rather than employee error was the reason why the In-Car Videos had not been activated on the date in question. The evidence showed that Named Employee #6 and Named Employee #7 used force that was reasonable and necessary given the totality of the circumstances.

Case Summary	Case Finding
13-0435 The complainant alleged the named employee, who was directing traffic, was disrespectful by telling the complainant, "Go ahead, girl" as she crossed the street.	Allegations and Findings: 2. Professionalism – Courtesy – **Inconclusive** 3. Secondary Employment - **Training Referral** The evidence showed that the named employee believes that the statement was misheard when s/he said "go ahead go". A training referral finding will allow the employee to review the Secondary Employment policy with their supervisor.
13-0368 The complainant alleged the named employees responding to a domestic violence incident may not have followed proper investigative steps, including interviewing potential witnesses and making a possible mandatory arrest.	Allegations and Findings: Named Employee #1 1. Primary Investigations – Failure to Take Appropriate Action – **Unfounded** 2. Primary Investigations – Officer Responsibilities – **Unfounded** 3. In-Car Video – Policy - **Unfounded** Named Employee #2 1. Primary Investigations – Failure to Take Appropriate Action – **Unfounded** 2. Primary Investigations – Officer Responsibilities – **Unfounded** The evidence showed that Named Employee #2 documented that the initial contact with the couple in question was while on foot patrol and that no fight had occurred and Named Employee #1 responded to a 911 call of physical fight found that a male was helping his intoxicated girlfriend, therefore no policy violation occurred. The evidence showed that the call had been cleared before Employee #1 responded and no In-Car Video was necessary.
13-0436 The complainant alleged the named employee failed to provide him with medical assistance or conduct a domestic violence investigation.	Allegations and Findings: 1. Professionalism-Courtesy – **Inconclusive** 2. Primary Investigation – Failure to Take Appropriate Action – **Inconclusive** 3. Unbiased Policing – Policy – **Unfounded** The evidence neither proved nor disproved that the incident occurred or that the named employee failed to take action.

Case Summary	Case Finding
13-0372 The complainant alleged that after being released from jail, she went to collect a suitcase from the Evidence Unit that she claims was put into a patrol vehicle by the named employees. Records indicate that no suitcase was submitted as evidence or for safekeeping.	Allegations and Findings: Named Employee #1 1. Evidence & Property-Policy – **Unfounded** Named Employee #2 1. Evidence & Property-Policy – **Unfounded** Named Employee #3 1. Evidence & Property-Policy – **Unfounded** The evidence, including In-Car Video, does not support that the named employees failed to secure or properly handle the complainant's suitcase at the time of her arrest.
13-0310 The complainant alleged the named employee arrested him without probable cause and that the named employee used excessive force during his arrest by throwing the complainant to the ground.	Allegations and Findings: 1. Unnecessary Use of Force – **Lawful & Proper** 2. In-Car Video – Policy - **Training Referral** The evidence showed that the named employee had reasonable suspicion to stop and interview the complainant. The complainant failed to cooperate with the named employee who then used minimal force to gain control. A training referral finding will allow the named employee to review the In-Car Video policy with their supervisor.
13-0482 The complainant alleged the named employee abused their authority by stopping the complainant while in their personal vehicle (in uniform) while off-duty. The complainant further alleges that the named employee was rude while speaking with him during the stop.	Allegations and Findings: 1. Professionalism – Exercise of Discretion – **Lawful & Proper** 2. Professionalism – Courtesy – **Unfounded** 3. The Complaint Process – **Training Referral** The evidence showed that the named employee properly used their authority and discretion to contact the complainant, who pulled over on his own after the incident. The evidence showed that the named employee was professional with their interactions with the complainant. A training referral will give the named employee and their supervisor an opportunity to review the Complaint Process as it applies to the facts in this case.

Case Summary	Case Finding
13-0475 The complainant alleged the named employee was unprofessional and "yelled" at him while on a traffic post. The complainant also alleged that the named employee detained him, requested his information, failed to call a supervisor or tell him how to file a complaint.	Allegations and Findings: 1. Professionalism – Courtesy – **Unfounded** 2. Pubic & Internal Complaint Process – **Inconclusive** 3. Social Contacts, Terry Stops & Arrests – Terry Stops - **Training Referral** The evidence showed that the named employee did talk to the complainant while on traffic post but was not discourteous. The preponderance of evidence neither proved nor disproved that the named employee refused to assist the complainant with filing a complaint. A training referral will allow the named employee to review the new policy on Terry Stops with their supervisor as it applies to the facts in this case.
13-0416 The complainant alleged the named employee improperly used their position as a supervisor to intentionally delay the processing of the subject's off-duty work permit, which created a financial hardship. The complainant also alleged that the named employee contacted private employers listed on the permits and attempted to persuade them to patronize his own privately owned, off-duty flagging company rather than the subject's.	Allegations and Findings: 1. Integrity – Misuse of Authority – **Unfounded** 2. Secondary Employment – Policy – **Unfounded** 3. Integrity – Conflicts of Interest – **Unfounded** The evidence showed that the named employee did not have a financial interest in a flagging company and that the named employee had not delayed reviewing secondary-employment permits.

Case Summary	Case Finding
13-0483 The complainant, a supervisor within the Department, alleged that named employees #4 and #3 had "inappropriate physical contact" in the workplace where they are a student officer and a Field Training officer. It is also alleged that named employee #2 was aware and sent text messages to others working closely with the student officer in an attempt to influence that student officer's performance and assessment. Finally, it was alleged that named employee #1, who is a supervisor, failed to report the situation and failed to follow a direct order related to that matter.	Allegations and Findings: Named Employee #1 1. Insubordination – **Inconclusive** 2. Professionalism – Reporting Misconduct – **Training Referral** Named Employee #2 1. Professionalism – Reporting Misconduct – **Unfounded** Named Employee #3 1. Professionalism – Reporting Misconduct – **Unfounded** Named Employee #4 1. Integrity – Conflicts of Interest – **Unfounded** There was no preponderance of the evidence to show whether or not named employee #1 was insubordinate. A training referral finding will allow named employee #1 to review the Reporting Misconduct policy with their supervisor. The evidence showed that the initial report of inappropriate physical contact between named employee #4 and #3 did not occur as reported. The evidence showed that named employee #2 did not send text messages in an attempt to influence the evaluation of the student officer.
13-0451 The complainant alleged the named employees were defrauding a parking garage out of parking revenue by claiming to carpool together. It was further alleged that the named employees do not carpool and should have been paying the full amount for parking and that this situation had been ongoing for the last several years.	Allegations and Findings: Named Employee #1 1. Integrity – **Training Referral** Named Employee #2 1. Integrity – **Training Referral** Even though the evidence showed that the City's communication and enforcement of their carpool discounts was not clear, the named employee's actions created the appearance of dishonesty, and possible criminal activity, in the eyes of the complainant. A training referral finding will give the named employees an opportunity to sit down with a supervisor and go over the carpooling rules and procedures as well as time to determine if they still qualify for carpool parking.
13-0432 The complainant alleged the named employee posted comments to a community blog that were disrespectful and misrepresented the Department.	Allegations and Findings: 1. Communication & Confidentiality – Representation of the Department – **Inconclusive** The evidence neither proved nor disproved that the named employee posted the information to the community blog.

Case Summary	Case Finding
13-0508 The complainant alleged the named employees were seen consuming alcohol at a tavern while on duty, and then driving away in their "undercover vehicles."	Allegations and Findings: Named Employee #1 1. Alcohol & Substance Use – Undercover Officers – **Lawful & Proper** Named Employee #2 1. Alcohol & Substance Use – Undercover Officers – **Lawful & Proper** Named Employee #3 1. Alcohol & Substance Use – Undercover Officers – **Lawful & Proper** Named Employee #4 1. Alcohol & Substance Use – Undercover Officers – **Lawful & Proper** Named Employee #5 1. Alcohol & Substance Use – Undercover Officers – **Lawful & Proper** Named Employee #6 1. Alcohol & Substance Use – Undercover Officers – **Lawful & Proper** The evidence showed that the named employees consumed alcohol for legitimate undercover Vice operations. No rules or regulations were violated by the named employees during this investigation but consideration should be given to strengthening policies, regulations and procedures regarding on-duty consumption of alcohol by personnel.
13-0449 The complainant alleged the named employees used unnecessary force when she was arrested in the Southwest Precinct, causing her to slide down the stairs.	Allegations and Findings: Named Employee #1 1. Unnecessary Use of Force – **Lawful & Proper** Named Employee #2 1. Unnecessary Use of Force – **Lawful & Proper** Named Employee #3 1. Unnecessary Use of Force – **Lawful & Proper** The evidence showed that the named employees took actions that were necessary and reasonable as warranted by the situation.

Case Summary	Case Finding
14-0006 The complainant alleged the named employees made a false arrest and impounded his vehicle. It is further alleged that the named employees ignored him in the holding cell, shone lights in his eyes to "blind" him and that they mishandled his personal property. The complainant alleged that his left shoulder hurt due to being handcuffed from the time he was arrested until he was booked into jail.	Allegations and Findings: Named Employee #1 1. Performing Inventory Searches – Policy – **Unfounded** 2. Social Contacts, Terry Stops & Arrests – Types of Arrest – **Lawful & Proper** 3. Unnecessary Use of Force – **Lawful & Proper** 4. Detainee Management at Department Facilities – Policy – **Lawful & Proper** 5. Impounding Vehicles – Policy – **Lawful & Proper** Named Employee #2 1. Impounding Vehicles – Policy – **Lawful & Proper** 2. Performing Inventory Searches – Policy – **Lawful & Proper** 3. Social Contacts, Terry Stops & Arrests – Types of Arrest – **Lawful & Proper** 4. Unnecessary Use of Force – **Lawful & Proper** 5. Detainee Management at Department Facilities – Policy – **Lawful & Proper** The evidence did not support the allegation that named employee #1 mishandled any of the complainant's property. The evidence showed that the named employees had probable cause to contact the complainant and they took proper enforcement actions in arresting, detaining and transporting the complainant to jail.
14-0024 The complainant alleged the named employee's patrol car struck him, that he had sat handcuffed in a holding cell for 3-4 hours, and a named employee had harassed him by chronically running him for warrants.	Allegations and Findings: Named Employee #1 1. Use of Force – When Authorized – **Lawful & Proper** Named Employee #2 1. Social Contacts, Terry Stops & Arrests – **Unfounded** The evidence, including In-Car Video, showed that the complainant came into contact with the patrol vehicle but that the vehicle did not strike him. Named employee #1 held the complainant in a holding cell for only 90 minutes and checked on the complainant every 30 minutes. Named employee #2 was justified in contacting and arresting the complainant, who was in public at the time, on the authority of an arrest warrant.

Case Summary	Case Finding
13-0469 The complainant alleged the named employees used unnecessary / excessive force by using OC Spray during his arrest.	Allegations and Findings: Named Employee #1 1. Unnecessary Use of Force – **Lawful & Proper** 2. Use of Less Lethal Force – **Lawful & Proper** Named Employee #2 1. Unnecessary Use of Force – **Lawful & Proper** 2. Use of Less Lethal Force – **Lawful & Proper** Named Employee #3 1. Unnecessary Use of Force – **Lawful & Proper** 2. Use of Less Lethal Force – **Lawful & Proper** The preponderance of evidence showed that the named employees used reasonable and necessary force to safely conclude the crisis and to prevent the complainant from harming himself or others.
13-0487 The complainant alleged that, after being attacked and injured, the named employee did nothing to assist her.	Allegations and Findings: 1. Professionalism – Exercise of Discretion – **Inconclusive** 2. Primary Investigations – Definitions – **Inconclusive** The evidence neither proved nor disproved that the complainant had been attacked and injured and that the named employee did not assist the complainant during the incident.
13-0509 The complainant alleged the named employee's personal vehicle was the suspect vehicle in a "Hit & Run."	Allegations and Findings: 1. Violation of Law – Hit & Run – **Unfounded** There was no evidence to support that the named employee was driving the vehicle in question or was involved in a Hit & Run incident.
13-0470 The complainant, a supervisor within the Department, alleged the named employee's statement compared with a private video differ, "impacting reasonableness of force used" on the subject.	Allegations and Findings: 1. Unnecessary Use of Force – **Inconclusive** 2. Primary Investigations – **Sustained** The evidence neither proved nor disproved that the force used on the subject was unnecessary. The evidence showed that the named employee was surprised that his statement did not match what was seen in the video and agreed that his statement was not accurate. Discipline imposed by Chief of Police: 1-day suspension without pay

Case Summary	Case Finding
13-0521 The complainant alleged the named employee was discourteous and yelled at him while investigating a traffic collision. The complainant further alleged that the named employee was only willing to write a police report after he called 911 to complain about a report not being taken. The complainant alleged that he was treated unfairly because of "the color of his skin". Lastly, the named employee's portable microphone was not synced with the In-Car Video while enforcement action was being taken. A second named employee was added for failing to identify himself when asked by the complainant.	Allegations and Findings: Named Employee #1 1. Professionalism – Courtesy – **Unfounded** 2. Unbiased Policing – Policy – **Unfounded** 3. In-Car Video – Policy – **Training Referral** 4. Professionalism – Exercise of Discretion – **Unfounded** Named Employee #2 1. Professionalism – Duty to Identify – **Unfounded** The preponderance of evidence showed that the named employee #1 did not treat the complainant in a disparate manner due to his race. It also appears plausible that named employee #1 yelled instructions to the collision drivers due to traffic noise. A training referral finding will allow named employee #1 to review In-Car Video policy with their supervisor to ensure that they understand proper usage of the equipment in similar circumstances. The evidence showed that named employee #2 did provide the complainant with an SPD business card even though the complainant had not requested that information.
13-0430 The complainant alleged the named employee drove over the rear of her foot / ankle in a marked patrol vehicle and failed to check on her injury prior to leaving the scene.	Allegations and Findings: 1. Violation of Law – Hit & Run – **Inconclusive** 2. Collisions Involving City Vehicles – Policy **Sustained** The evidence neither proved nor disproved that the named employee knowingly hit someone and drove away. Multiple witnesses state that the named employee had stayed in the area but seemed confused about what had occurred. The complainant was able to walk away from the scene without any apparent assistance. The named employee did not get out of their vehicle to make an assessment of what was being alleged at the scene nor did they request a supervisor to respond or notify anyone as required by policy of the collision. Discipline imposed by the Chief of Police: Written reprimand
14-0089 The complainant alleged the named employee leaked information specific to a closed OPA Case. The complainant was reportedly contacted by a member of the media who had this information.	Allegations and Findings: 1. Communication & Confidentiality – **Unfounded** The evidence showed that the information obtained by the media was most likely already in the public domain and that there was no expectation of

	privacy.
Case Summary	**Case Finding**
12-0556 The complainant alleged the named employee was dishonest and failed to follow orders associated with a fitness-for-duty examination.	Allegations and Findings: 1. Honesty – **Inconclusive** 2. Insubordination – **Sustained** The evidence does not support the allegation that the named employee was being dishonest. The evidence showed that the named employee failed to follow orders and comply with completing a fitness-for-duty examination. Discipline imposed by Chief of Police: 5-day suspension without pay (discipline not imposed due to employee's retirement prior to the conclusion of this investigation)
12-0429 The complainant, a supervisor within the Department, alleged the named employee tackled his (named employee's) wife during a domestic disturbance. The named employee was then arrested for DUI when deputies responded to investigate the domestic disturbance.	Allegations and Findings: 1. Violation of Law – **Sustained** The preponderance of evidence showed that the named employee was involved in a domestic disturbance, but the prosecutor's office declined to file criminal charges. The prosecutor's office did charge the named employee with one count of DUI. Discipline imposed by Chief of Police: 5-day suspension without pay (discipline not imposed due to employee's retirement prior to the conclusion of this investigation)
13-0418 The complainant alleged the named employee used unnecessary force by throwing him to the ground, which resulted in injuries, broke his personal property, and caused him to drop money that was not recovered. The complainant also alleged that the named employee acted unprofessionally when he yelled in his face.	Allegations and Findings: 1. Social Contact, Terry Stops & Arrests – **Lawful & Proper** 2. Unnecessary Use of Force – **Lawful & Proper** 3. Failure to Report Force as required – **Unfounded** 4. Professionalism – Courtesy – **Sustained** The evidence showed that the named employee had a lawful purpose in stopping the complainant. The evidence showed that the complainant was not injured. Even if the complainant's assertion that he was "thrown to the ground" were true, it would not be reportable as use of force unless there was complaint of injury. The evidence showed that the named employee had no justification for yelling at the complainant. Discipline imposed by Chief of Police: 1-day suspension held in abeyance for 1 year

Case Summary	Case Finding
14-0030 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0032 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0034 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0037 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0039 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.

Case Summary	Case Finding
14-0040 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0042 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0044 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0045 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0047 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.

Case Summary	Case Finding
14-0048 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0049 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0055 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0056 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0057 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.

Case Summary	Case Finding
14-0058 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0060 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0064 The complainant, a supervisor within the Department, alleged the named employee failed to attend Mandatory Firearms Qualifications for the year 2013, which is required by Department policy.	Allegations and Findings: 1. Firearms – Failure to Qualify – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor. The reviewing supervisor should document the named employee's successful qualification in 2014.
14-0107 The complainant, a supervisor within the Department, alleged the named employee provided a suspect photograph and an "eSuperform" to a member of the media.	Allegations and Findings: 1. Confidentiality – **Unfounded** The evidence showed that the member of the media was indeed handed a photograph and an "eSuperform" but that they could have received these items from sources other than that named employee.
13-0495 The complainant, a supervisor within the Department, alleged the named employees used unnecessary force on a subject.	Allegations and Findings: Named Employee #1 1. Unnecessary Use of Force – **Lawful & Proper** The preponderance of evidence showed that the named employees had a lawful and justified reason for contacting the subject and that the force used in this incident was necessary to control the uncooperative subject who was under the influence of intoxicants.

Case Summary	Case Finding
13-0420 The complainant, a supervisor within the Department, alleged the named employee lacked justification for applying the Taser to the subject's leg and that the named employee used profanity during the incident.	Allegations and Findings: 1. Professionalism – Profanity – **Training Referral** 2. Use of Force – Policy – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policies with a supervisor.
13-0287 The complainant, a supervisor within the Department, alleged the named employee was dishonest during an EEO investigation by providing facts material to the investigation that were later determined to be false.	Allegations and Findings: 1. Honesty – **Sustained** The testimonial and electronic evidence clearly showed that the named employee was dishonest in the facts provided during the EEO investigation from what actually occurred. Discipline imposed by Chief of Police: No discipline could be imposed because the Department did not notify the named employee of the proposed discipline within the 180 day time line provided for in the Collective Bargaining Agreement.
13-0404 The complainant alleged the named employee, while off-duty, maintained physical control of his private vehicle while under the influence of intoxicants (DUI).	Allegations and Findings: 1. Violation of Law – **Sustained** The name employee admitted to consuming alcohol and then driving and entered into a plea agreement where he pled guilty to the traffic crime of Negligent Driving. Discipline imposed by Chief of Police: 5-day suspension without pay, 4 days held in abeyance for 1 year
13-0527 The complainant alleged the named employee failed in his duty to process a Supervisor Action in a timely manner, which resulted in an incorrect memo being placed in the file.	Allegations and Findings: 1. Professionalism – Completion of Reports & Actions – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor.
14-0074 The complainant alleged the named employee, while off duty, identified himself as a Seattle Police officer and then created a scene and was verbally irate toward employees at a tavern. The complainant further alleged that the local police responded due to the named employee's hostility.	Allegations and Findings: 1. Professionalism – Courtesy – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor.

Case Summary	Case Finding
13-0467 The complainant alleged the named employee was rude and discourteous to the subject during a phone conversation regarding the planning of an upcoming community event.	Allegations and Findings: 1. Professionalism – Courtesy – **Training Referral** A training referral finding will allow the named employee the opportunity to discuss the involved policy with a supervisor.
14-0079 The complainant alleged the named employee grabbed her by the hair and pulled her backwards while yelling at her to return to the sidewalk during the Seahawks parade.	Allegations and Findings: 1. Using Force – When Authorized – **Unfounded** The preponderance of evidence in this case determined that no SPD officers had contact with the complainant. If the incident occurred as reported, it was probably the result of the actions of an officer from another law enforcement agency assisting with the parade.
14-0081 The complainant alleged the named employee used unnecessary force by grabbing him by the arm and physically dragging him to the curb and that he repeatedly told the named employee that he was hurting him.	Allegations and Findings: 1. Using Force – When Authorized – **Unfounded** 2. Use of Force – Reporting & Investigation – **Unfounded** The preponderance of evidence supports that the force used in this case was reasonable and necessary.
13-0515 The complainant alleged the named employee, who was off duty, was unprofessional and abused his authority when he physically detained the complainant after a traffic incident.	Allegations and Findings: 1. Professionalism – Exercise of Discretion – **Training Referral** 2. Professionalism – Courtesy – **Unfounded** 3. Professionalism – Traffic Stops – **Unfounded** 4. Unnecessary Use of Force – **Lawful & Proper** The evidence showed that the named employee called 911 to report witnessing reckless driving by the complainant and that the named employee properly used his discretion to detain the complainant after they stopped their vehicle. The named employee indicated that this was not a traffic stop as the complainant stopped of their own accord and that there was no evidence to support that the named employee was discourteous. The limited In-Car Video of the responding officers to the 911 call supports that the complainant was not injured by the minor non-reportable force used to detain the complainant until on-duty SPD officers arrived.

Case Summary	Case Finding
14-0069 The complainant alleged the named employee engaged in consensual intimate behavior while on duty.	Allegations and Findings: 1. Integrity – Misuse of Authority – **Unfounded** The evidence found that the named employee used authorized break times during the shift to spend time at the home of a friend. Such behavior is not prohibited by policy.
13-0479 The complainant, a supervisor within the Department, alleged that named employee #1 responded to a DV call but failed to make an arrest as required under the circumstances. The complainant further alleged that the named employee "failed to active his In-Car Video on the call, failed to take photos, get statements, get a medical release, or collect other evidence regarding this incident," and "failed to screen this incident with a supervisor." It is also alleged that named employee #2 failed to notify a supervisor regarding named employee #1's alleged mishandling of this call.	Allegations and Findings: Named Employee #1 1. Primary Investigations – Definitions General – **Sustained** 2. Primary Investigations – Officer Responsibilities – **Sustained** 3. In-Car Video – Policy – **Training Referral** 4. Honesty – **Inconclusive** Named Employee #2 1. Professionalism – Reporting Misconduct – **Inconclusive** The evidence showed that named employee #1 did not take appropriate action in responding to this call nor did the named employee activate his In-Car Video in responding to this call. The evidence neither proved nor disproved that the named employee was dishonest. The evidence neither proved nor disproved that named employee #2 knew whether or not named employee #1 had responded to the call properly or not. Discipline imposed by Chief of Police: Named Employee #1 – 15-day suspension without pay, 8 days held in abeyance for 1 year
13-0500 The complainant, a supervisor within the Department, alleged that the named employee's method to restrain the suspect against the hood of the patrol vehicle may have been excessive and unnecessary.	Allegations and Findings: Named Employee #1 1. Unnecessary Use of Force – **Lawful & Proper** Named Employee #2 1. In-Car Video – Policy – **Training Referral** The preponderance of evidence supports that the force used in this case by named employee #1 was reasonable and necessary. A training referral finding will allow named employee #2 the opportunity to discuss the involved policy with a supervisor.

Case Summary	Case Finding
13-0512 The complainant, a supervisor within the Department, alleged that the named employee provided material facts that were not substantiated during an investigation interview.	Allegations and Findings: 1. Honesty – **Inconclusive** 2. Public and Internal Complaint Process / (III) Individual Employee Responsibilities – **Inconclusive** The evidence showed that the difference between the memory recall of the events at the time and during the investigation interview could not be substantiated.
14-0017 The complainant, a supervisor within the Department, alleged that the named employee only took action against the subject based on color.	Allegations and Findings: 1. Unbiased Policing – Racial Profiling – **Unfounded** The evidence showed that the named employee observed a vehicle with a driver of an unknown race commit traffic violations in his presence. The race of the subject appeared to play no role in this incident.
14-0019 The complainant alleged that the named employee “threw” the parking citation at him and “hit him in the face”, with the back of her hand on purpose.	Allegations and Findings: 1. Professionalism – Courtesy – **Inconclusive** The preponderance of evidence was not established in this incident as to what occurred as there were no independent witnesses nor video.
14-0067 The complainant, a supervisor within the Department, alleged that the named employee failed to take appropriate action when he failed to collect several items of evidentiary value from a recovered stolen vehicle. The named employee also failed to activate his In-Car Video as required per policy.	Allegations and Findings: 1. Evidence and Property Policy / FTTAA – **Inconclusive** 2. Primary Investigations / FTTAA – **Inconclusive** 3. In-Car Video Policy – **Lawful and Proper** A preponderance of evidence could not be established in this case to determine if the named employee should have recognized the evidentiary nature of the items recovered and it was unclear if necessary information had been communicated to the named employee regarding the stolen vehicle. As the named employee was not taking enforcement action, it was not required to turn on the In-Car Video system.

Definition of Findings:

"**Inconclusive**" means the allegation of misconduct was neither proved nor disproved by a preponderance of the evidence.

"**Lawful and Proper**" means a preponderance of evidence indicates the conduct alleged did occur, but that the conduct was justified, lawful and proper.

"**Sustained**" means the allegation of misconduct is supported by a preponderance of the evidence.

"**Training Referral**" means while there may have been a violation of policy, it was not a willful violation, and/or the violation did not amount to misconduct. The employee's chain of command is to provide appropriate training, counseling and/or to review for deficient policies or inadequate training.

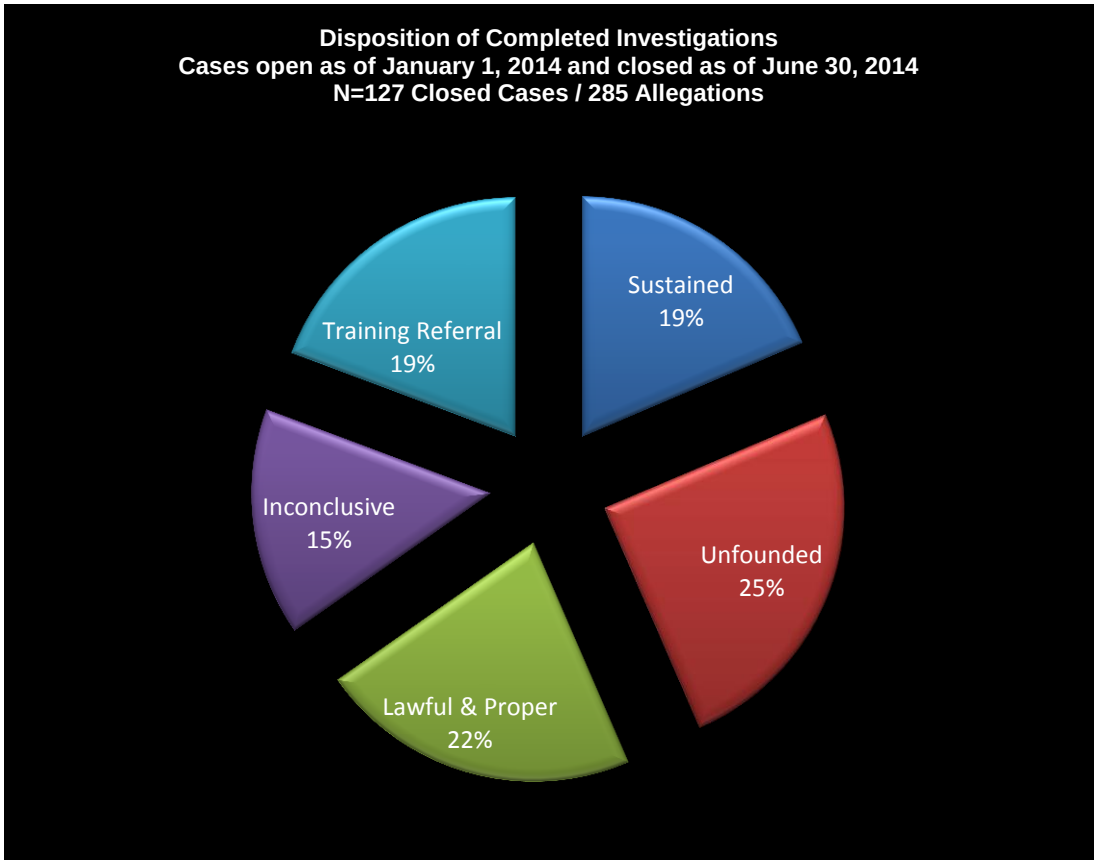
"**Unfounded**" means a preponderance of evidence indicates the alleged act did not occur as reported or classified, or is false.

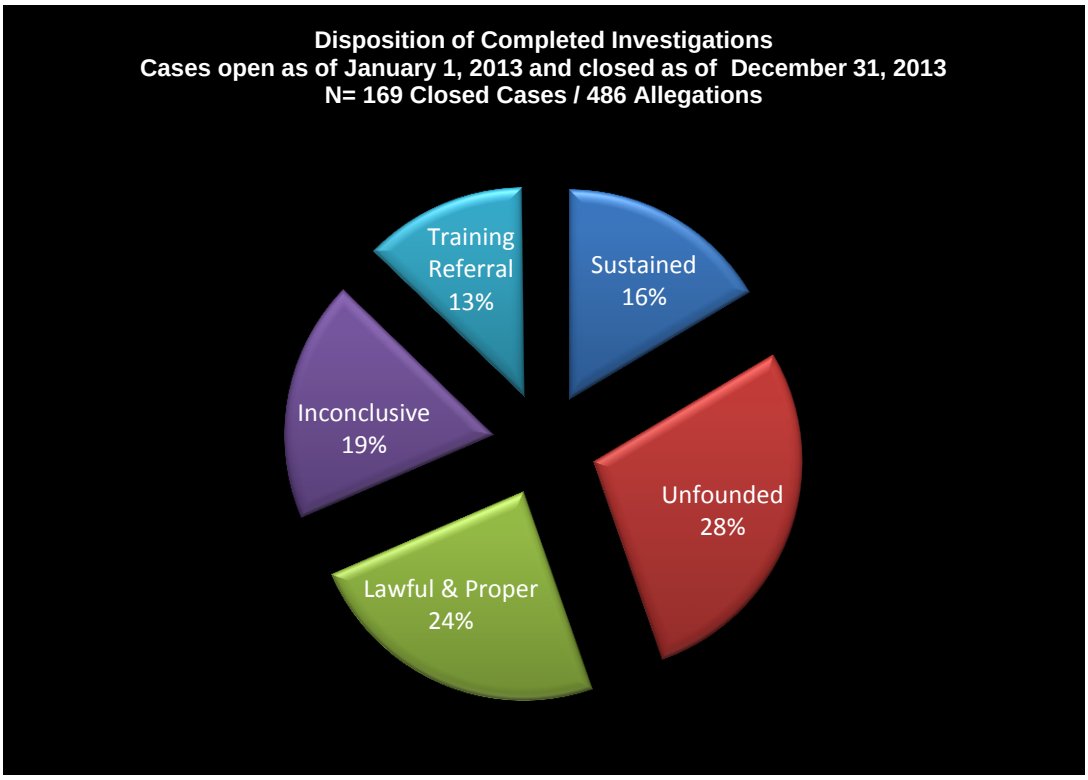
Mediation Program

The OPA Director and Auditor did not select any cases during April through June to be resolved through the Mediation Program.

Cases Opened 2013/2014 by Month Comparison

	Supervisor Action		Investigation		TOTAL	
Date	**2013**	**2014**	**2013**	**2014**	**2013**	**2014**
January	24	15	14	55	38	70
February	19	23	13	21	32	44
March	24	28	10	12	34	40
April	16	21	6	8	22	29
May	33	44	18	28	51	72
June	17	27	16	15	33	42
July	35		18		53	0
August	48		16		64	0
September	39		8		47	0
October	32		23		55	0
November	16		20		36	0
December	19		25		44	0
Totals	322	158	187	139	509	297


Disposition of Completed Investigations
Cases open as of January 1, 2014 and closed as of June 30, 2014
N=127 Closed Cases / 285 Allegations
Sustained 19%
Unfounded 25%
Lawful & Proper 22%
Inconclusive 15%
Training Referral 19%


Disposition of Completed Investigations
Cases open as of January 1, 2013 and closed as of December 31, 2013
N= 169 Closed Cases / 486 Allegations
Sustained 16%
Unfounded 28%
Lawful & Proper 24%
Inconclusive 19%
Training Referral 13%