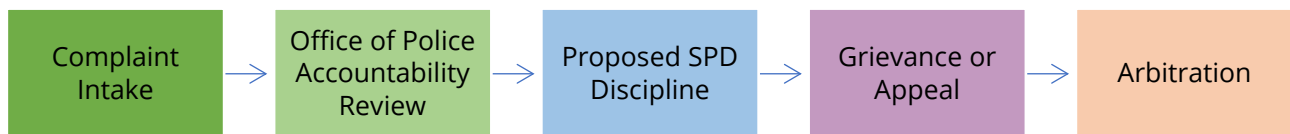


SPD Disciplinary Process Roadmap

The Office of Inspector General (OIG) provides the following roadmap to assist interested stakeholders, including the public, with understanding the City process for handling complaints alleging Seattle Police Department (SPD) officer misconduct. It walks the reader through major actions in the process, from initial receipt of a complaint through possible avenues for resolution.

This roadmap does not reflect all internal steps taken by agencies that support the process. Contents have been verified by applicable agencies as identified on the map.

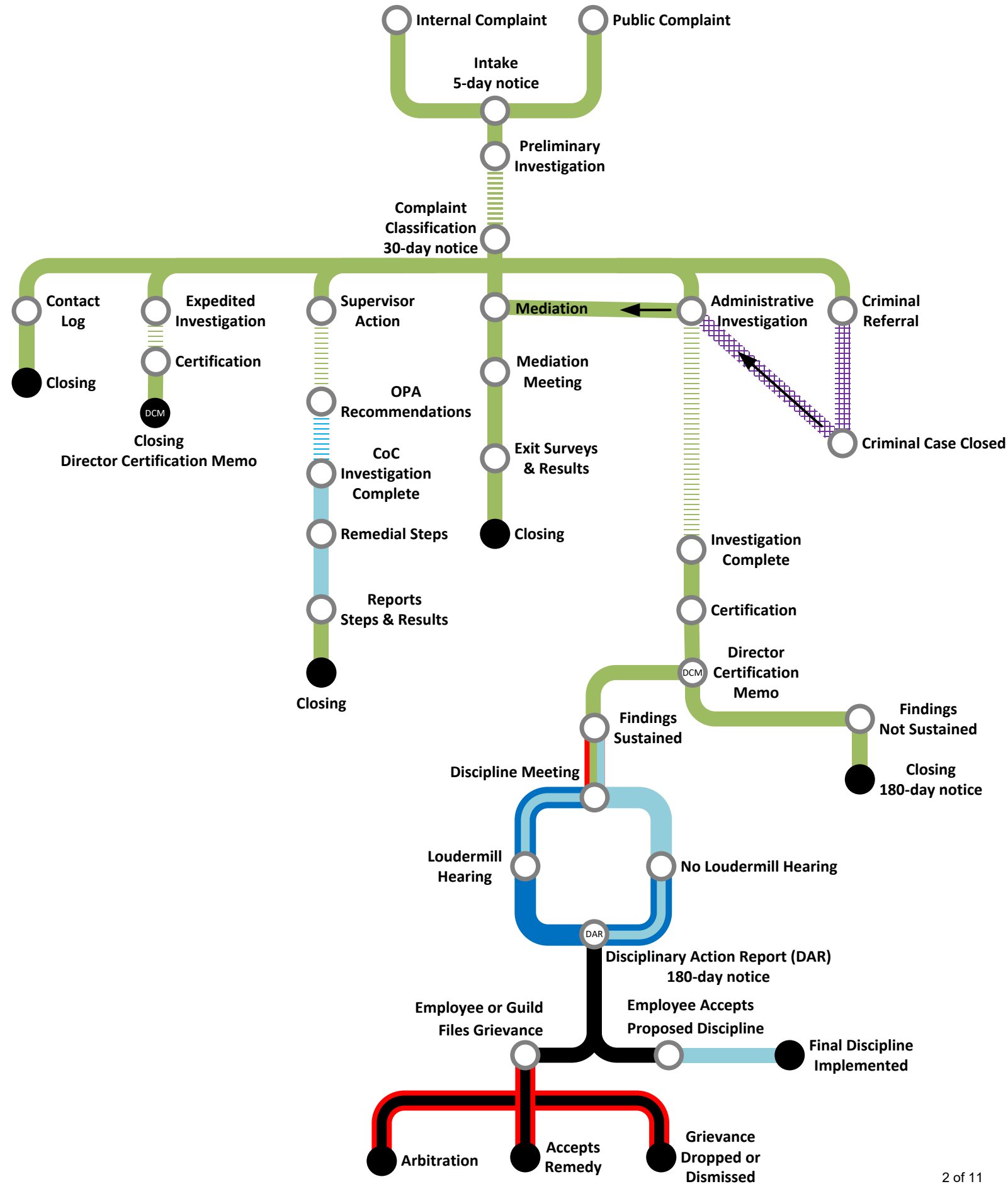
The main elements of a complaint consist of initial filing, review by the Office of Police Accountability with Office of Inspector General oversight, proposed disciplinary action if any by SPD, then exercise of any invoked grievance or appeal rights of the officer named in the complaint (the named employee).



Contents include the following:

1. Process Overview
2. Intake and Contact Log
3. Classification
A. Expedited Investigation
B. Supervisor Action
C. Mediation
D. Administrative Investigation
E. Criminal Referral
4. Proposed Discipline
5. Grievance or Appeal
6. Arbitration

Disciplinary Process Overview Map

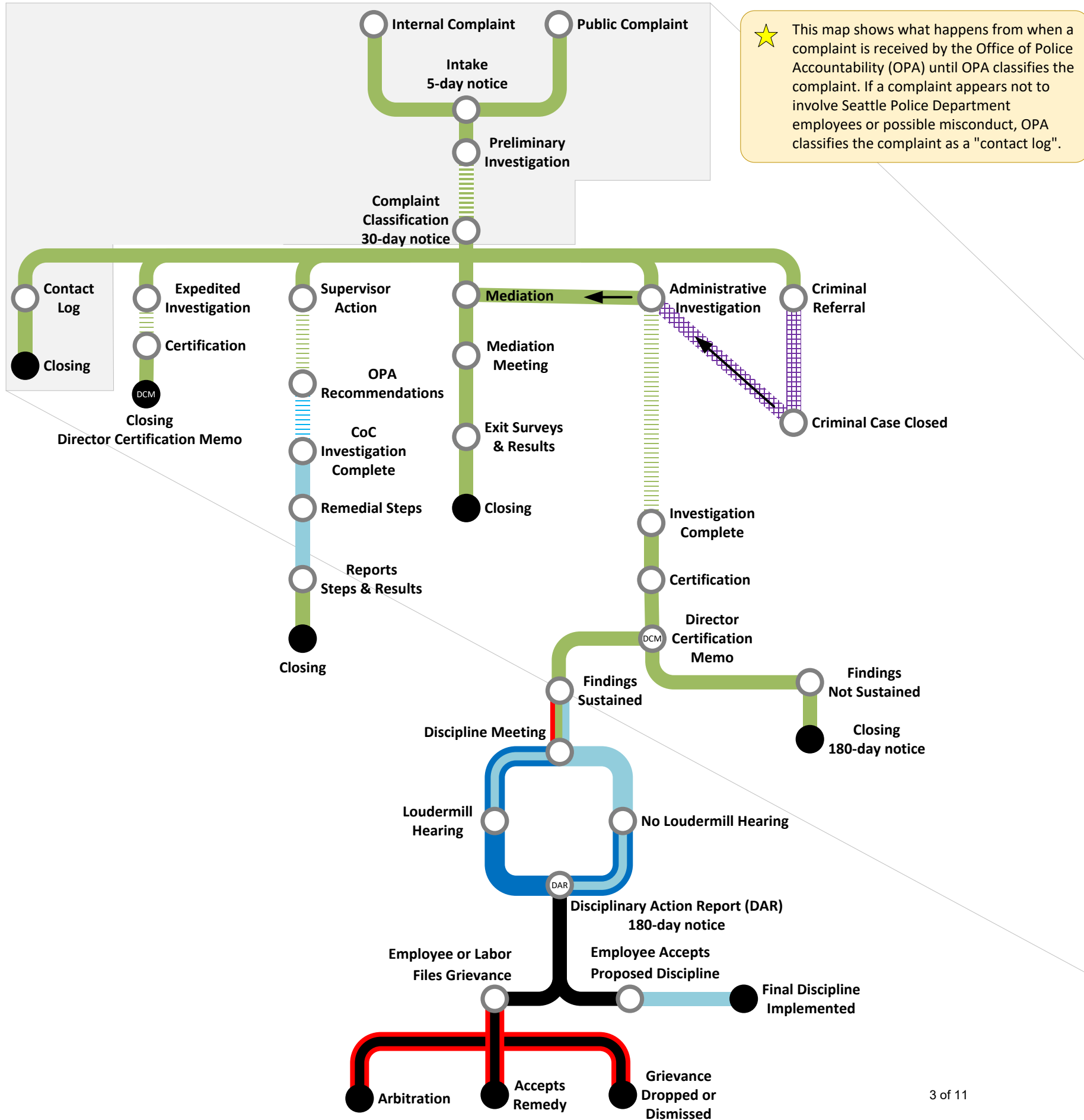


Key Agents for Steps in Discipline

- Chief of Police
- Chain of Command (CoC) (not Chief of Police)
- Chief of Police & Chain of Command
- Chief of Police & City Director of Labor Relations
- City Attorney
- Labor & Employee
- City Attorney, Labor & Employee
- City Attorney, OPA & Chain of Command
- King County Prosecutor and SPD Criminal Investigation Bureau
- Office of Police Accountability (OPA)*
* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.
- Dashed lines represent investigations

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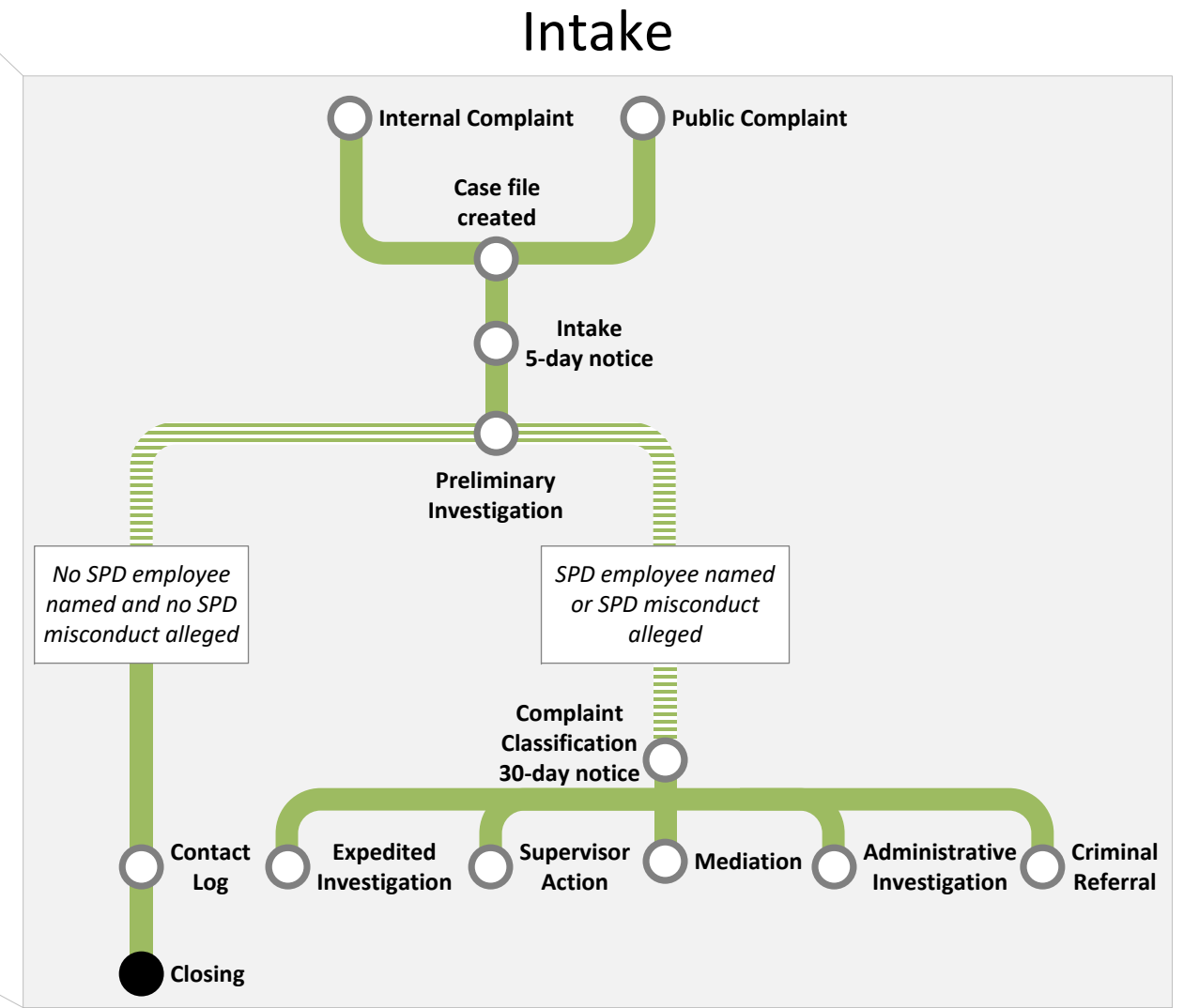
Disciplinary Process - Intake Overview Map



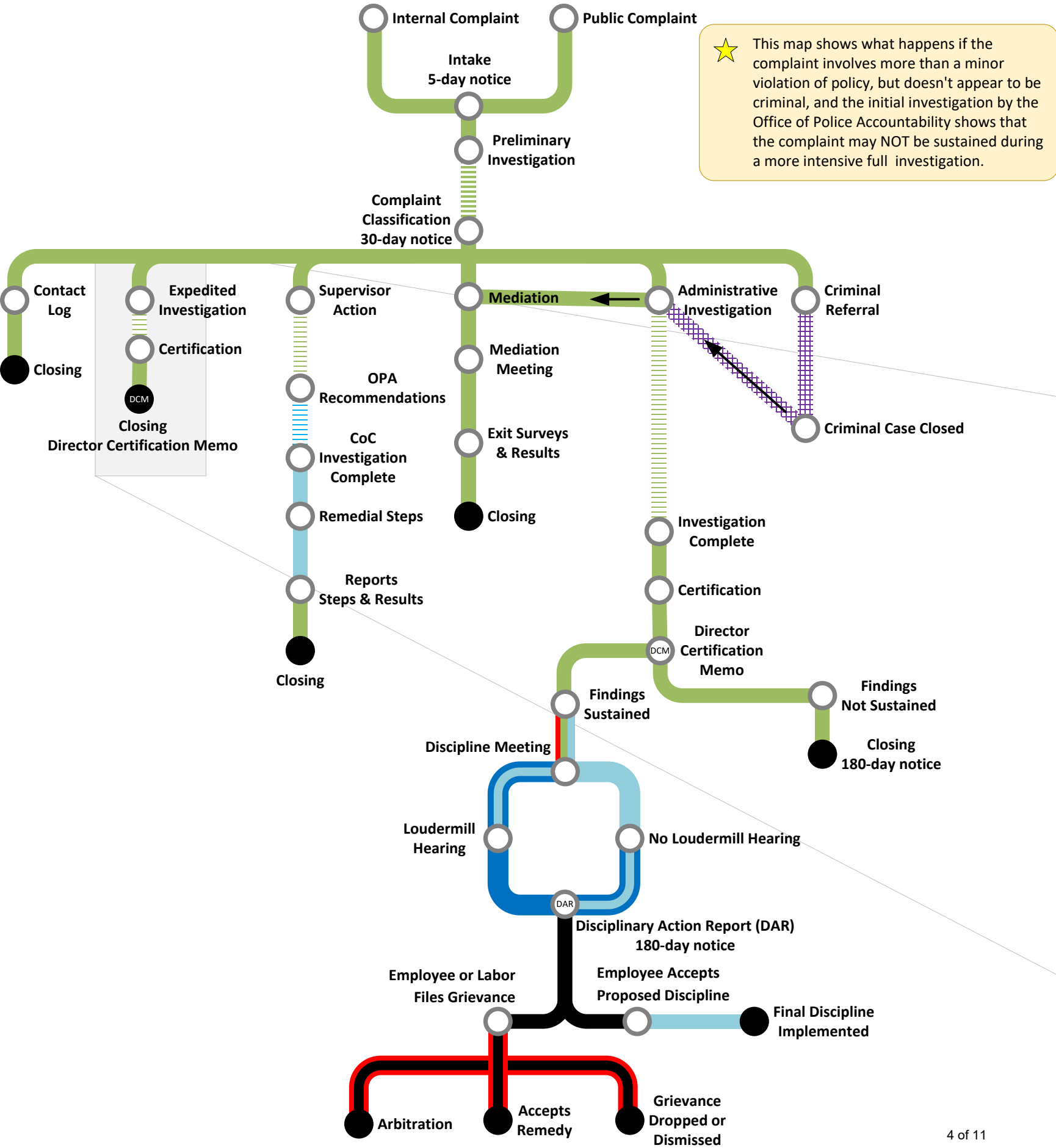
Key Agents for Steps in Discipline

Chief of Police	City Attorney	Office of Police Accountability (OPA)*
Chain of Command (CoC) (not Chief of Police)	Labor & Employee	<i>* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.</i>
Chief of Police & Chain of Command	City Attorney, Labor & Employee	Dashed lines represent investigations
Chief of Police & City Director of Labor Relations	City Attorney, OPA & Chain of Command	
	King County Prosecutor and SPD Criminal Investigation Bureau	

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Disciplinary Process – Expedited Investigation Overview Map

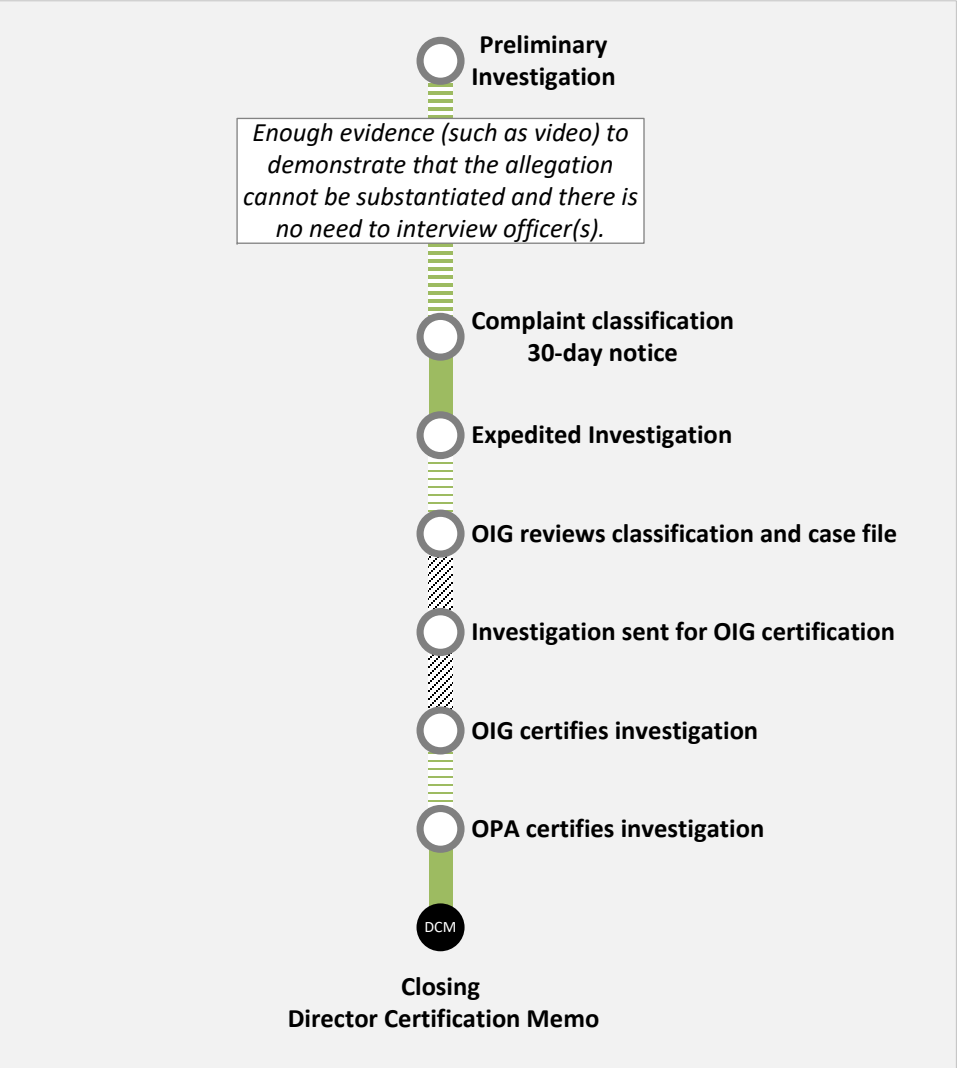


Key Agents for Steps in Discipline

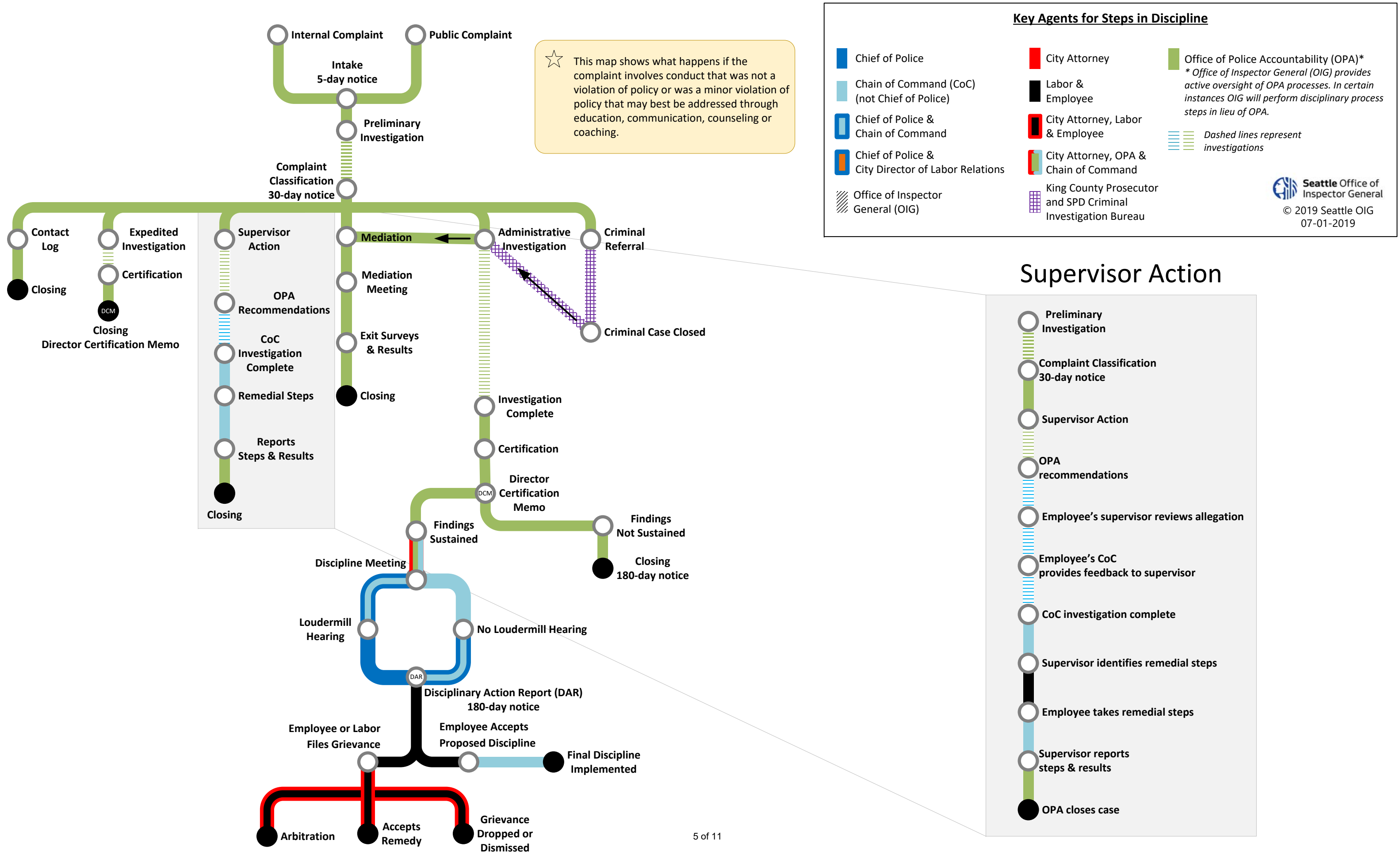
Chief of Police	City Attorney	Office of Police Accountability (OPA)* * Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.
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Chief of Police & City Director of Labor Relations	City Attorney, OPA & Chain of Command	
Office of Inspector General (OIG)	King County Prosecutor and SPD Criminal Investigation Bureau	

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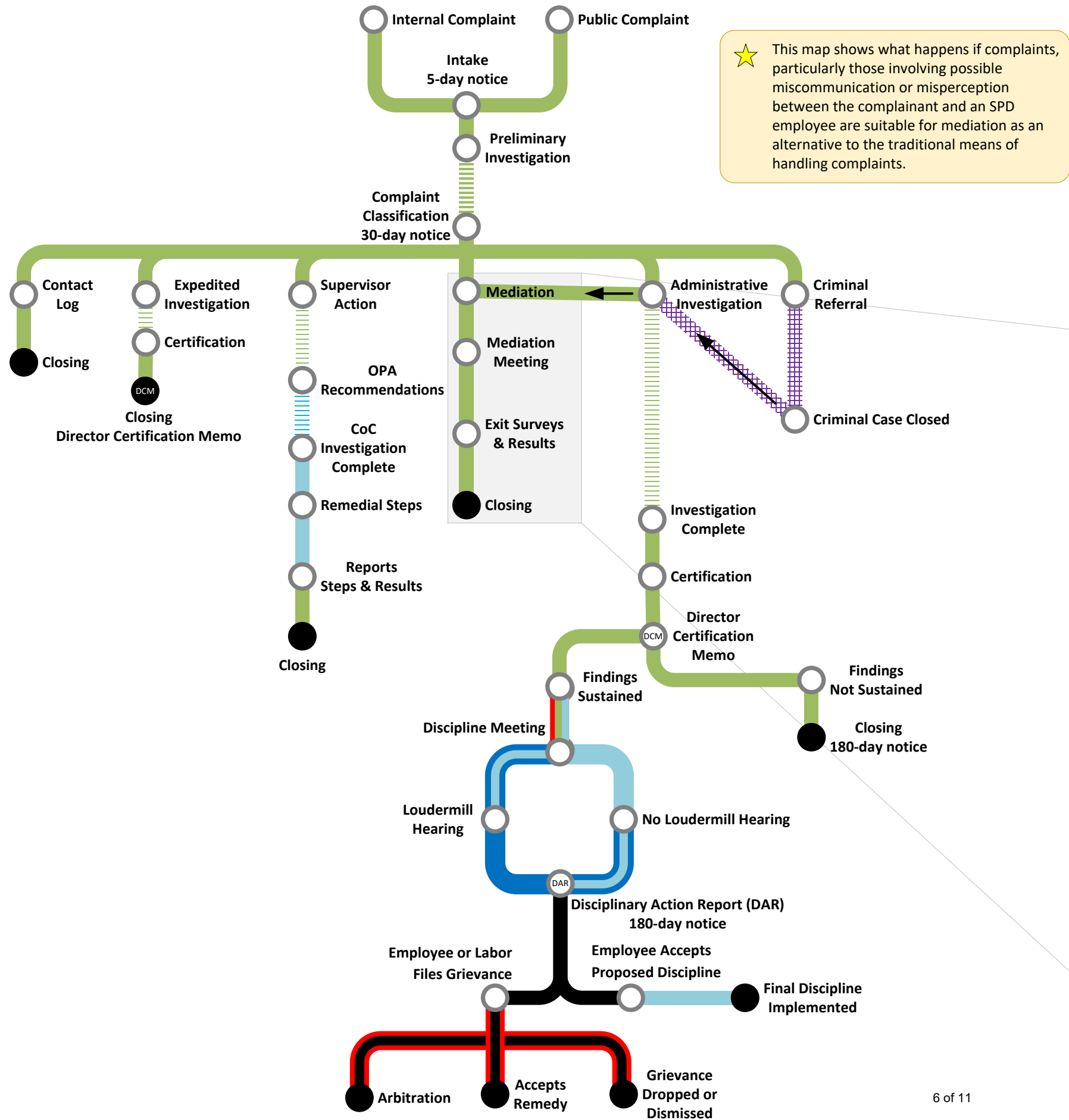
Expedited Investigation



Disciplinary Process – Supervisor Action Overview Map



Disciplinary Process – Mediation Overview Map

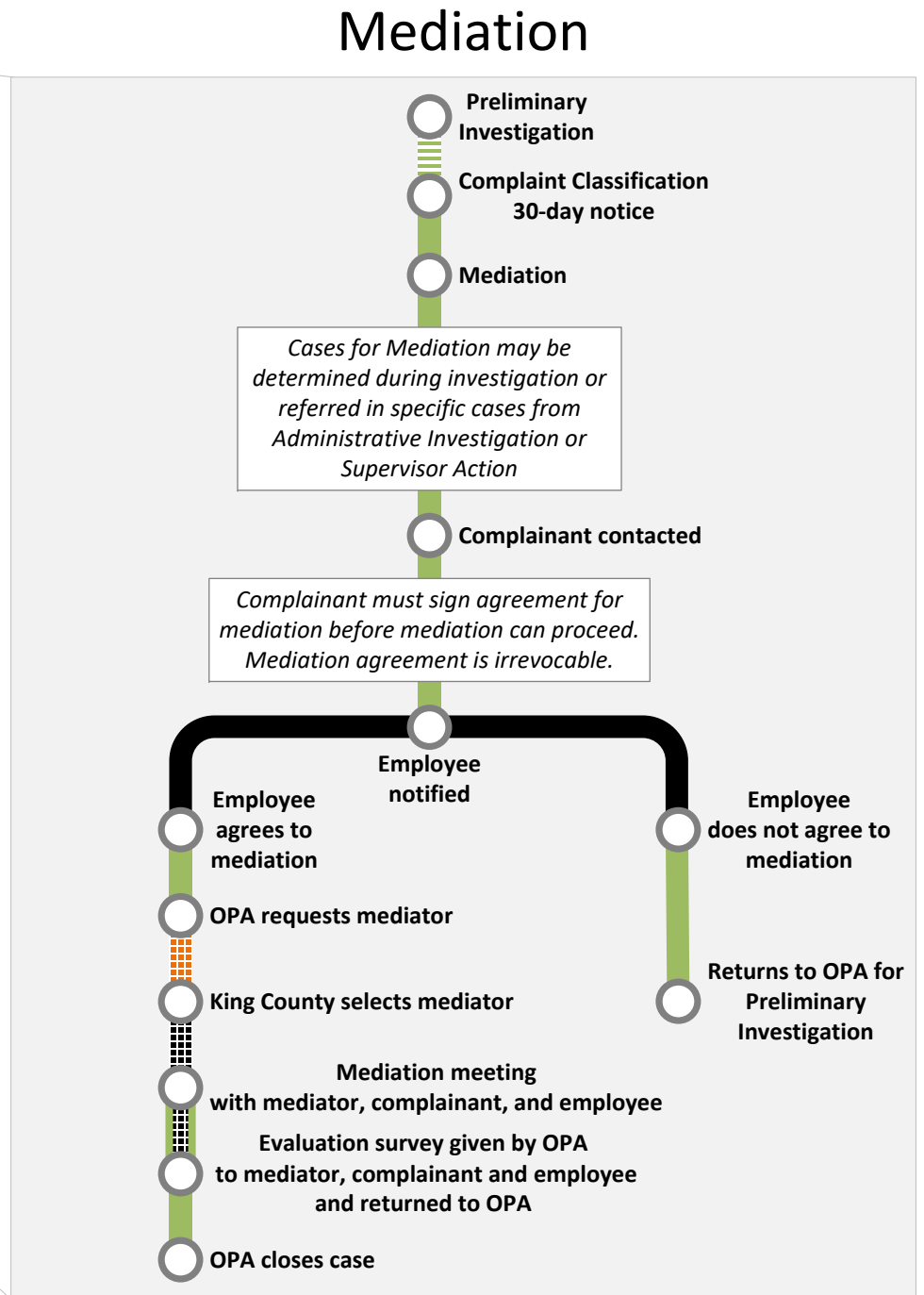


★ This map shows what happens if complaints, particularly those involving possible miscommunication or misperception between the complainant and an SPD employee are suitable for mediation as an alternative to the traditional means of handling complaints.

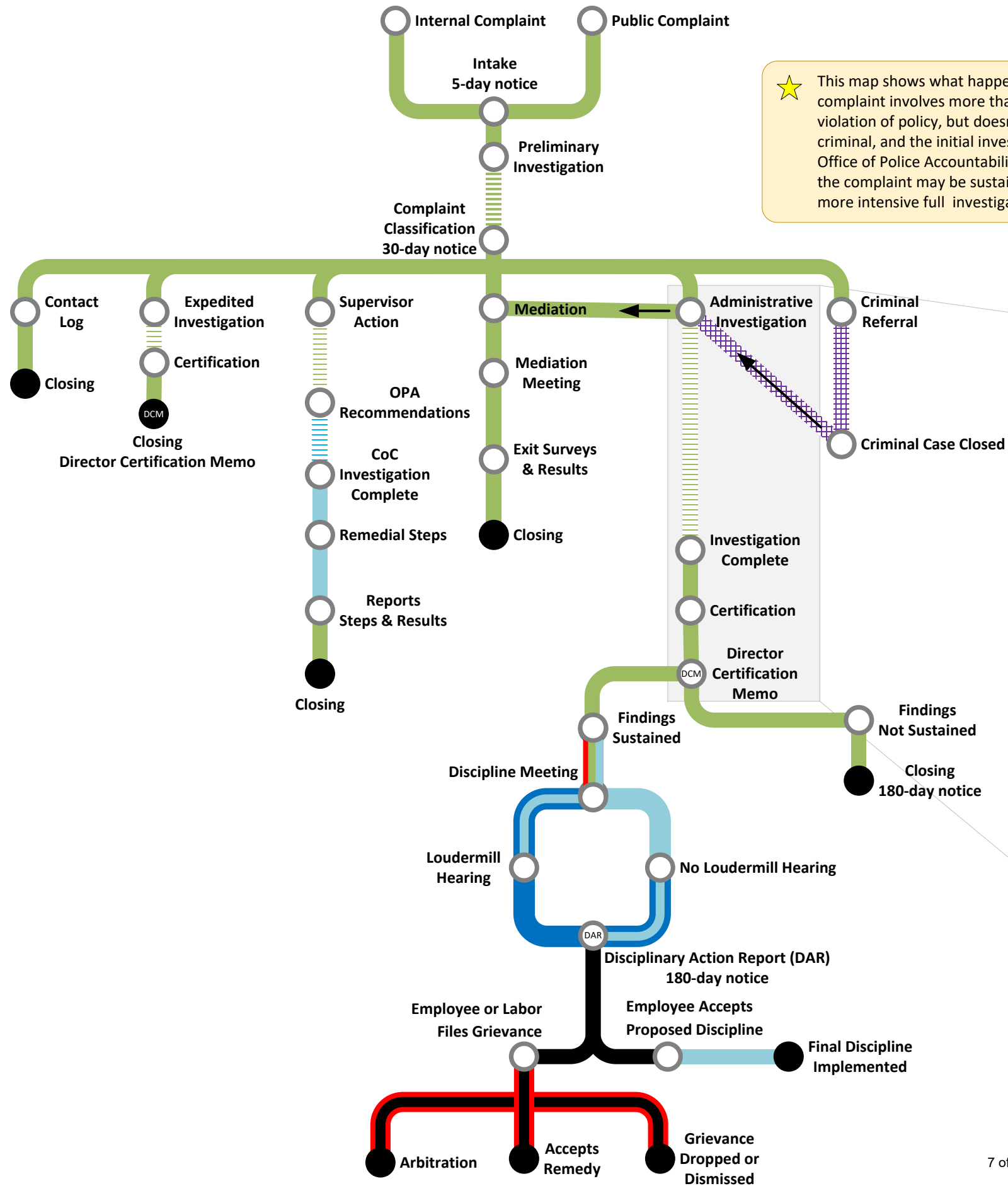
Key Agents for Steps in Discipline

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Chain of Command (CoC) (not Chief of Police)	Labor & Employee	<i>* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.</i>
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Office of Inspector General (OIG)	King County Prosecutor and SPD Criminal Investigation Bureau	

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Disciplinary Process – Administrative Investigation Overview Map



★ This map shows what happens if the complaint involves more than a minor violation of policy, but doesn't appear to be criminal, and the initial investigation by the Office of Police Accountability shows that the complaint may be sustained during a more intensive full investigation.

Key Agents for Steps in Discipline

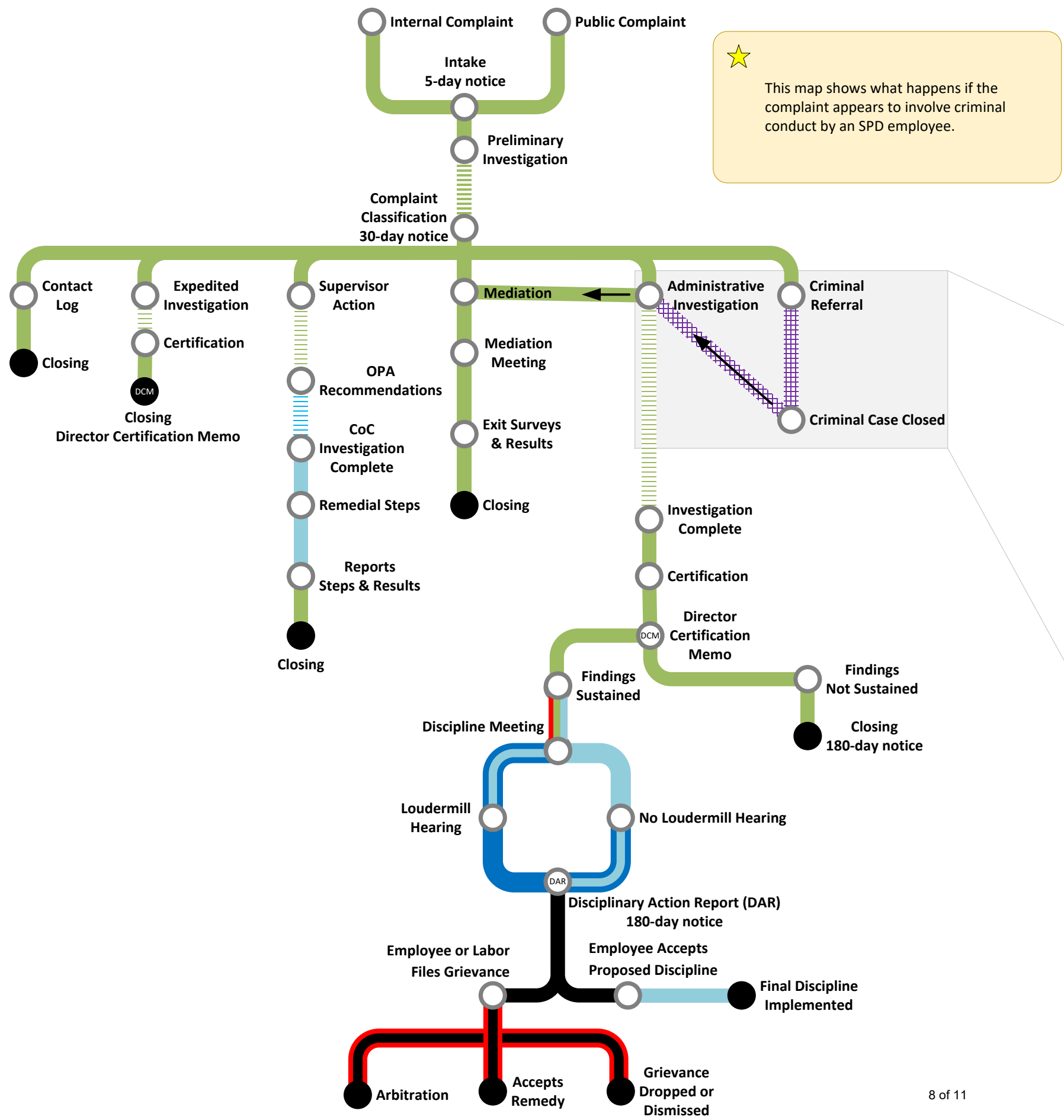
Chief of Police	City Attorney	Office of Police Accountability (OPA)* * Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.
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Administrative Investigation



Disciplinary Process – Criminal Referral Overview Map

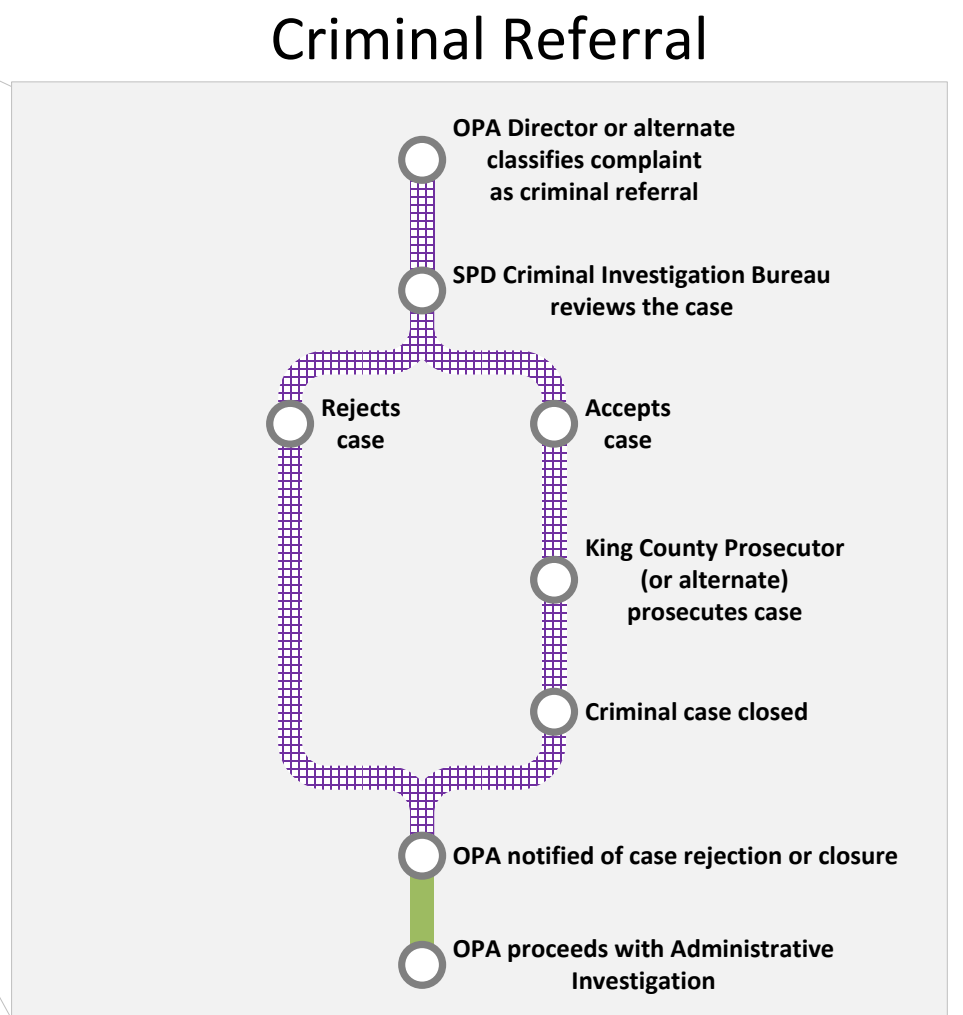


★ This map shows what happens if the complaint appears to involve criminal conduct by an SPD employee.

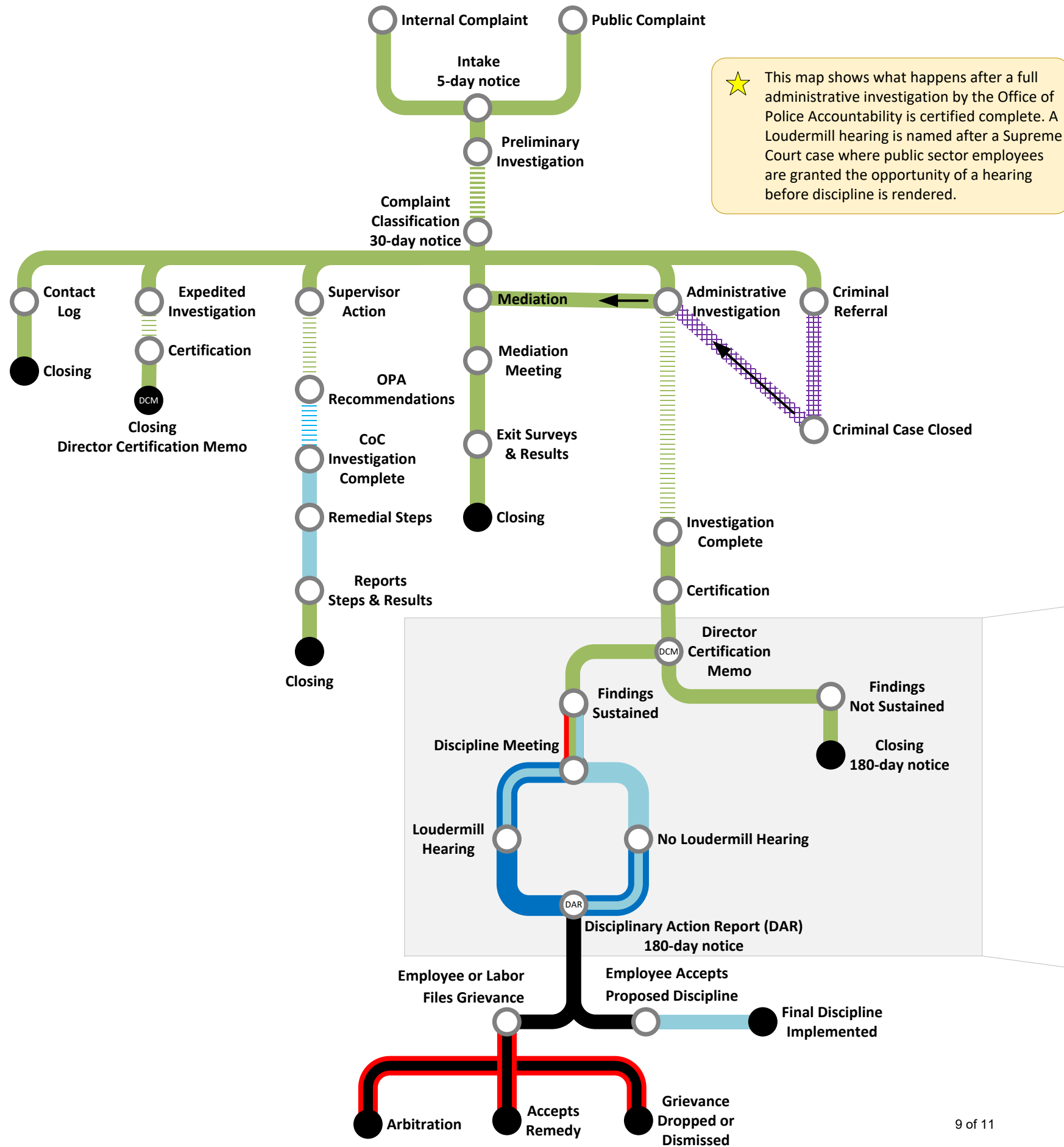
Key Agents for Steps in Discipline

Chief of Police	City Attorney	Office of Police Accountability (OPA)*
Chain of Command (CoC) (not Chief of Police)	Labor & Employee	<i>* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.</i>
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Office of Inspector General (OIG)	King County Prosecutor and SPD Criminal Investigation Bureau	

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Disciplinary Process – Proposed Discipline Overview Map



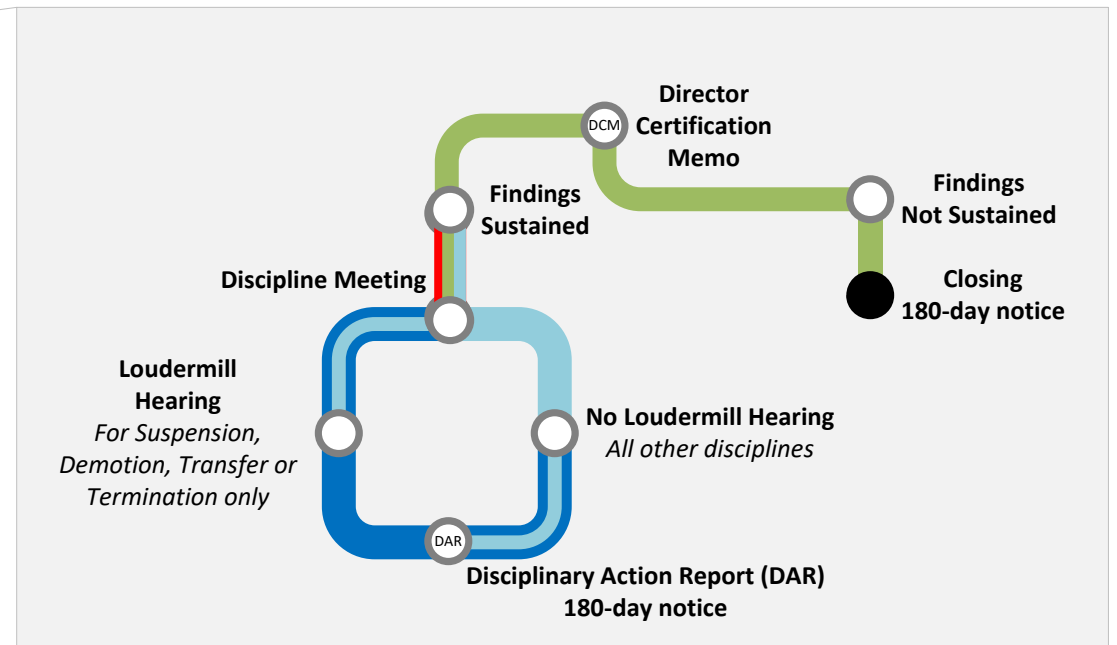
★ This map shows what happens after a full administrative investigation by the Office of Police Accountability is certified complete. A Loudermill hearing is named after a Supreme Court case where public sector employees are granted the opportunity of a hearing before discipline is rendered.

Key Agents for Steps in Discipline

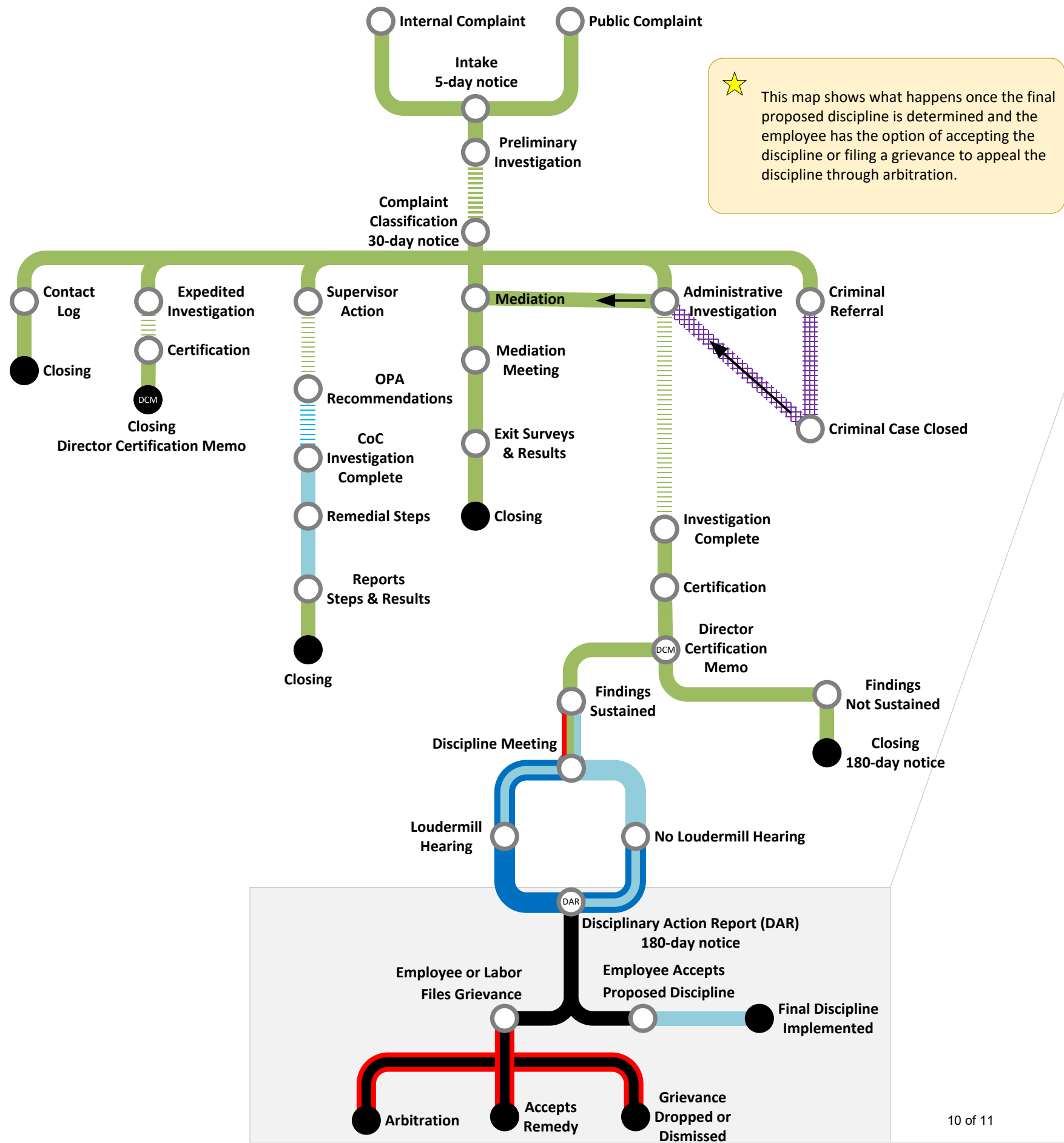
Chief of Police	City Attorney	Office of Police Accountability (OPA)*
Chain of Command (CoC) (not Chief of Police)	Labor & Employee	<i>* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.</i>
Chief of Police & Chain of Command	City Attorney, Labor & Employee	Dashed lines represent investigations
Chief of Police & City Director of Labor Relations	City Attorney, OPA & Chain of Command	
Office of Inspector General (OIG)	King County Prosecutor and SPD Criminal Investigation Bureau	

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Proposed Discipline



Disciplinary Process - Grievance Overview Map

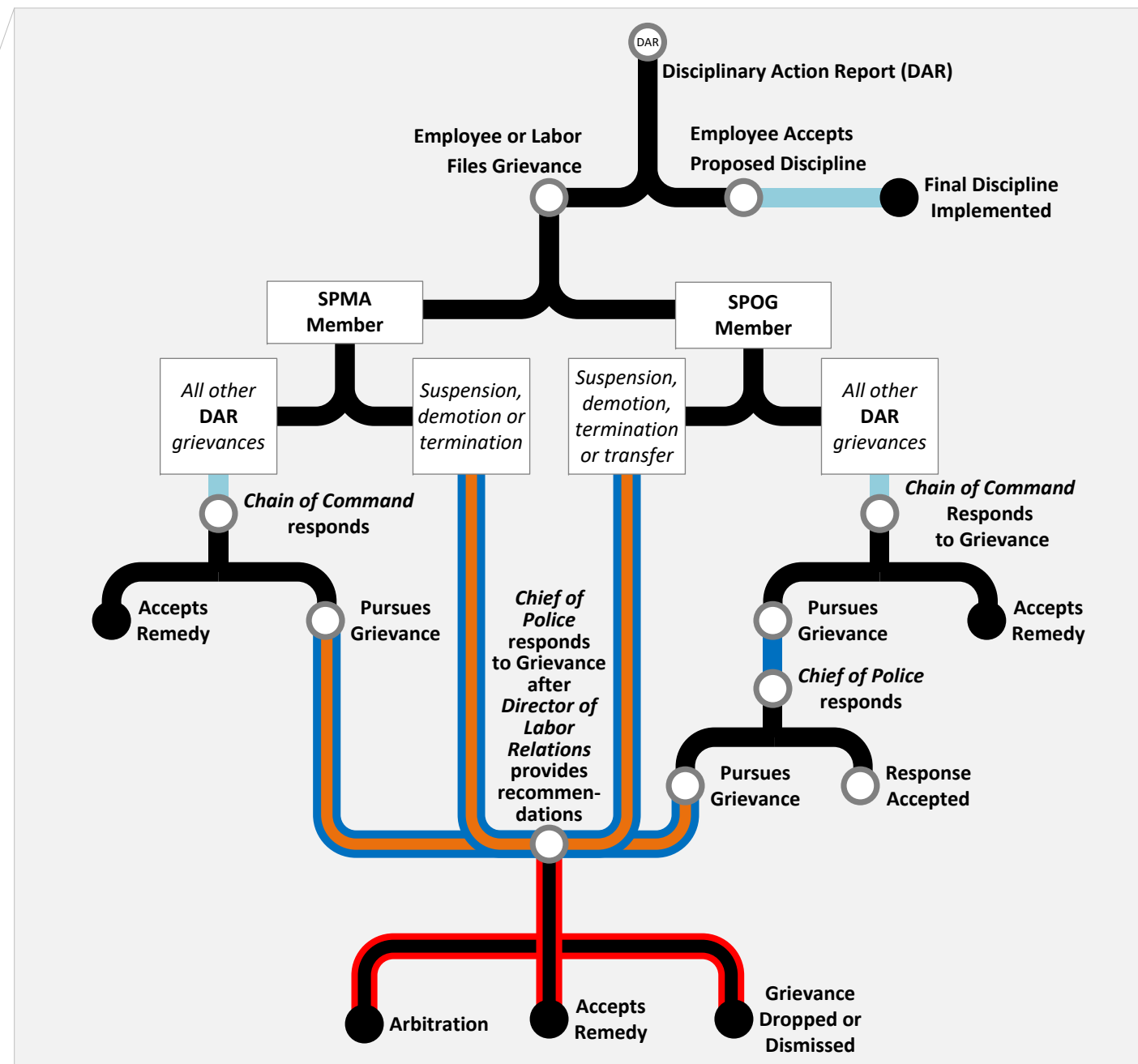


Key Agents for Steps in Discipline

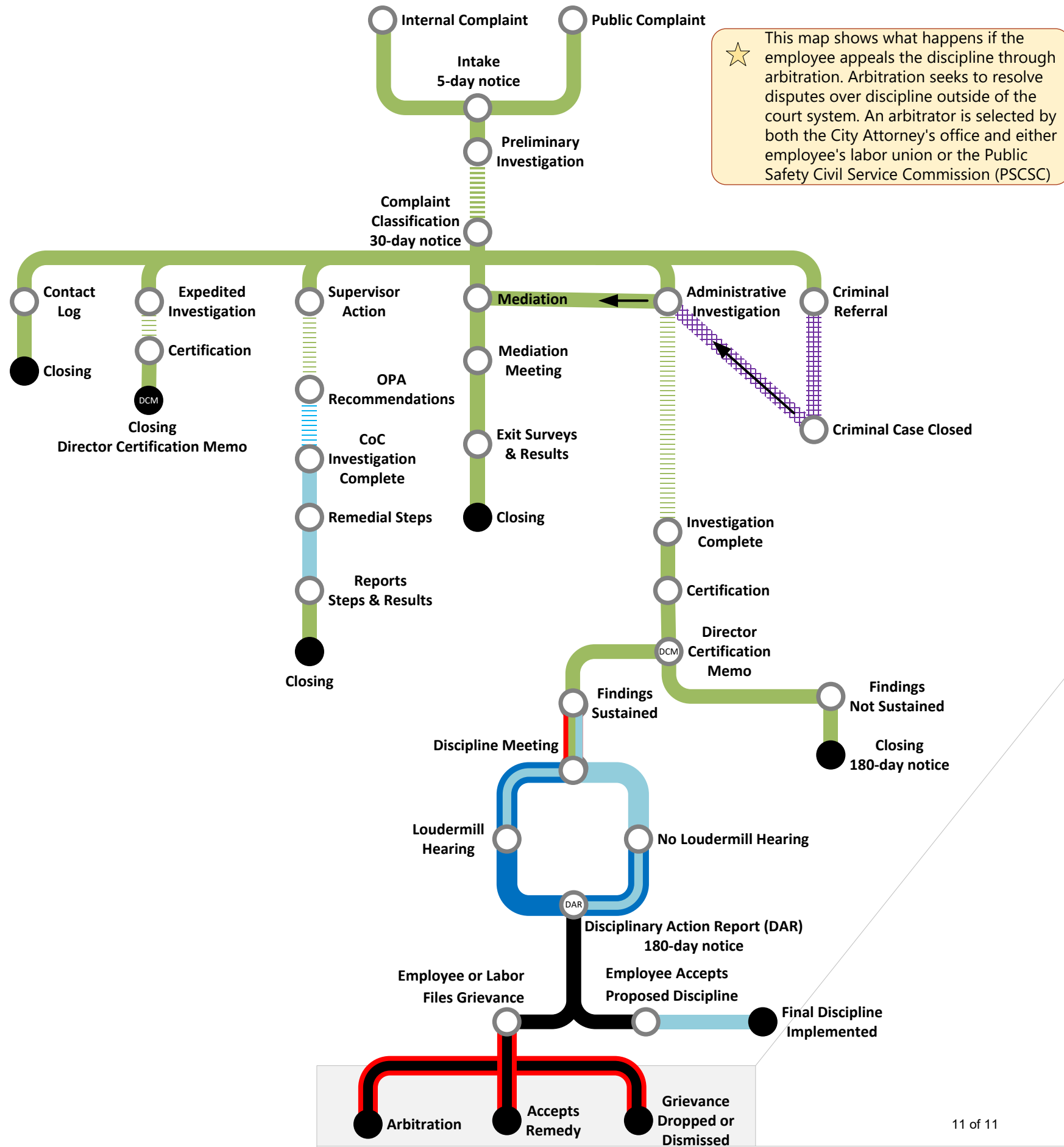
Chief of Police	City Attorney	Office of Police Accountability (OPA)*
Chain of Command (CoC) (not Chief of Police)	Labor & Employee	<i>* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.</i>
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Office of Inspector General (OIG)	King County Prosecutor and SPD Criminal Investigation Bureau	

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Grievance



Disciplinary Process - Arbitration Overview Map



Key Agents for Steps in Discipline

Chief of Police	City Attorney	Office of Police Accountability (OPA)*
Chain of Command (CoC) (not Chief of Police)	Labor & Employee	<i>* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.</i>
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Arbitration

