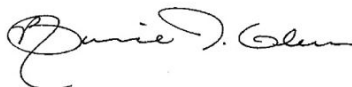


Issued Date: July 1, 2026

From: Director Bonnie Glenn
Office of Police Accountability



Case Number:2024OPA-0236

Allegations of Misconduct & Director's Findings

Named Employee #1

1. **Allegation #1: 5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**

Finding: Sustained

2. **Allegation #2: 5.001 - Standards and Duties POL-10. Employees Will Strive to be Professional**

Finding: Sustained

- **Proposed Discipline:** Resigned prior to discipline
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This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections may be written in the first person.

Executive Summary:

On May 23, 2024, Named Employee #1 (NE#1)—then an SPD student officer—was arrested for driving under the influence (DUI) while off duty. The Complainant—SPD's deputy chief—notified OPA following this incident. OPA investigated whether NE#1 committed DUI or reckless driving and engaged in conduct that undermined public trust in SPD and himself.

Administrative Note:

NE#1 separated from SPD before OPA commenced its administrative investigation. Consequently, a contractual 180-day timeline does not apply to NE#1.

On January 9, 2025, the Office of Inspector General certified OPA's investigation as thorough, timely, and objective.

Summary of the Investigation:

OPA investigated this incident by reviewing the OPA complaint, computer-aided dispatch (CAD) call report, body-worn video (BWV), incident report, Washington State Patrol (WSP) toxicology test report, and court records. OPA also interviewed NE#1.

A. Computer-Aided Dispatch Call Report

On May 23, 2024, at 12:11 AM, CAD call remarks noted, “VEH[ICLE VERSUS] MOTORCYCLE, CYCLIST ON THE GROUND, BLOCKING [NORTHBOUND] 7 AV[ENUE], SCREENING FIRE.”

B. Body-Worn Video

BWV captured Witness Officer #1 (WO#1) responding to the scene. Seattle Fire Department (SFD) personnel were already present. NE#1’s motorcycle was positioned on its side in the center of a four-way intersection. Community Member #1 (CM#1)—who identified himself as an off-duty medic living nearby—told WO#1, “I can smell shit on his breath.” CM#1 was referring to NE#1, the motorcyclist. CM#1 said he went to the scene after hearing the impact. WO#1 then spoke with Community Member #2 (CM#2), who identified himself as the driver of the vehicle involved in the collision. CM#2 described NE#1 accelerating “like a bullet” and causing a “loud noise” upon impact. CM#2 commented, “The guy was going too fast” and opined that NE#1 was “drunk.”

WO#1 asked an SFD employee whether he smelled alcohol from NE#1, to which he replied, “Negative.” WO#1 then asked whether the SFD employee believed that NE#1 was impaired, to which he replied, “Leaning that way,” although he appeared to express some doubt. SFD personnel placed NE#1 onto a stretcher and transported him into an ambulance. NE#1 recontacted CM#1, who commented, “His eyes were all messed up. He was ... sweating like no tomorrow, and I’m like, yeah, you know, his breath didn’t smell right, and I’m like, he’s probably on some shit.” CM#1 said he heard NE#1 “racing down the street” and “didn’t stop.” CM#1 said he tried to check NE#1’s pupils, but NE#1 did not admit to using drugs. WO#1 then spoke with Community Member #3 (CM#3), who identified himself as a witness who called 911. CM#3 said he saw a motorcycle “speed by” him and then heard a collision. CM#3 denied seeing indicators of impairment.

SFD personnel transported NE#1 to a hospital, followed by WO#1.

C. Incident Report

WO#1 prepared an incident report following this incident. According to the report, WO#1 determined that NE#1 failed to stop at a stop sign, which led to a collision. WO#1 observed the damage to the motorcycle and the other vehicle to be “significant.” WO#1 believed the collision demonstrated NE#1’s “careless and delusional driving” due to his failure to stop at a stop sign, his high speed, and his approach toward a dead-end street, indicating that NE#1 “potentially did not know where he was driving.” Based on WO#1’s experience, NE#1’s driving behavior and colliding with another vehicle during the early morning hours indicated impairment.

WO#1 observed NE#1 to be “sweating profusely,” which WO#1 considered unusual because the temperature outside was “cool”—43 degrees Fahrenheit—and NE#1 should have felt a wind chill while operating a motorcycle. WO#1 also observed NE#1 exhibiting “enlarged pupils and pale flushed skin.” Although WO#1 could not communicate with NE#1 due to SFD personnel treating

him, WO#1 observed NE#1 angling his head downward, “generally attempting to avoid eye contact with officers.” This indicated to WO#1 that NE#1 “did not want officers to speak to him or attempt to evaluate his level of impairment.” These observations suggested that NE#1 was impaired by narcotics.

“Based on the nature of [NE#1’s] reckless driving resulting in a collision, the observable signs of impairment, and witnesses stating that they believed [NE#1] was driving under the influence, [WO#1] determined there was probable cause to arrest [NE#1] for [Seattle Municipal Code] 11.56.020 – [Persons under the influence of intoxicating liquor, marijuana or any drug] – DUI.” WO#1 informed NE#1 at the hospital that he was under arrest for DUI and subsequently Mirandized him. After WO#1 secured a court-approved search warrant, NE#1’s blood was drawn at the hospital.

D. WSP Toxicology Test Report

The WSP toxicology test report reflected the following:

- On June 4, 2024, NE#1’s blood was tested for acetone, ethanol, isopropanol, and methanol. None were detected.
- On June 6, 2024, NE#1’s blood was tested for cannabinoids. None were detected.
- On June 8, 2024, NE#1’s blood was tested psilocybin as psilocin. None were detected.
- On June 27, 2024, NE#1’s blood was tested for positive mode compounds. None were detected.

E. Court Records

Court records indicated that the City of Seattle charged NE#1 with reckless driving. On June 16, 2025, NE#1 and the City of Seattle reached an agreement to dismiss the reckless driving charge if NE#1 did not incur any further criminal law violations, appeared at all scheduled hearings, notified the court of any address changes, paid restitution to the other driver, and completed the National Traffic Safety Institute Level 1 course.

F. OPA Interview

On December 12, 2025, OPA interviewed NE#1. NE#1 said he had been diagnosed with a concussion following the collision, so he had been unable to recall what occurred. NE#1 said he was unable to recall his actions before the collision. NE#1 said he remembered changing the brakes on his motorcycle on the morning of the incident but had no recollection of being arrested. NE#1 denied consuming drugs or alcohol. When OPA asked whether NE#1 drove recklessly with disregard for others’ safety, NE#1 replied that he was unable to recall, although he noted that considers himself a safe driver. NE#1 acknowledged entering into an agreement with the City of Seattle and expressed confidence in abiding by the terms of the agreement.

Analysis and Conclusions:

Named Employee #1 – Allegation #1

5.001 – Standards and Duties, 5.001-POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy

NE#1 allegedly committed DUI and reckless driving.

Employees must adhere to laws, city policy, and department policy. SPD Policy 5.001-POL-2. Under the Seattle Police Officers' Guild Collective Bargaining Agreement (SPOG CBA), for termination cases where "the alleged offense is stigmatizing to a law enforcement officer," an "elevated standard of review (i.e. – more than preponderance of the evidence)" applies. SPOG CBA article 3.1.

A person is guilty of DUI if the person drives a vehicle with a blood alcohol concentration of 0.08 or higher, with a THC concentration of 5.00 or higher, or while under the influence of any intoxicant within two hours of driving. See RCW 46.61.502; SMC 11.56.020. OPA finds insufficient evidence to prove that NE#1 committed DUI, even when evaluating the evidence under the elevated standard of review ("more than preponderance of the evidence"), rather than the more stringent beyond a reasonable doubt standard governing criminal investigations. Although physical observations (sweating, enlarged pupils, and pale flushed skin) and witness accounts indicated impairment, the WSP toxicology test results conclusively disproved impairment. NE#1's blood was tested for alcohol, drugs, and other compounds; however, none were detected. Accordingly, OPA recommends that the allegation against NE#1 for committing DUI be Not Sustained – Unfounded.

A person is guilty of reckless driving if the person drives any vehicle in willful or wanton disregard for the safety of persons or property. See RCW 46.61.500(1). "Willful" means acting intentionally and purposely, not accidentally or inadvertently. WPIC 95.10. "Wanton" means acting intentionally in heedless disregard of the consequences and under such surrounding circumstances and conditions that a reasonable person would know or have reason to know that such conduct would, in a high degree of probability, harm a person or property. *Id.* OPA finds sufficient evidence to prove that NE#1 committed reckless driving under the elevated standard of review. Three witnesses either saw or heard NE#1 speeding. Specifically, CM#1 reported hearing NE#1 "racing down the street," CM#2 reported seeing NE#1 approach "like a bullet," and CM#3 reported seeing a motorcycle "speed by" him. During the investigation, WO#1 determined that NE#1 failed to stop at a stop sign and instead accelerated toward a dead-end street. WO#1 observed "significant" damage to the motorcycle and the other vehicle. In fact, the collision was so severe that NE#1 required hospitalization and, according to NE#1, was diagnosed with a concussion. The high speed at which NE#1 was traveling toward a dead-end around midnight demonstrated, at the very least, wanton disregard for the safety of others, especially CM#2, the driver of the other vehicle.

Accordingly, OPA recommends that the allegation against NE#1 for committing reckless driving be Sustained.

Recommended Finding: **Sustained**

Named Employee #1 – Allegation #2

5.001 – Standards and Duties, 5.001-POL-10. Employees Will Strive to be Professional

NE#1 allegedly undermined public trust in SPD and himself.

SPD employees must “strive to be professional.” SPD Policy 5.001-POL-10. Further, “employees may not engage in behavior that undermines public trust in the Department, the officer, or other officers,” whether on or off duty. *Id.*

This allegation is Sustained for all the reasons articulated in Named Employee #1 – Allegation #1. Moreover, NE#1’s conduct undermined public trust in SPD and himself and endangered public safety when he recklessly operated his motorcycle, ultimately causing a collision. Observations of NE#1’s excessive speed demonstrated a driver showing wanton disregard for others’ safety. The fact that NE#1 engaged in this behavior without any impairment is particularly concerning, as it indicated that he deliberately and knowingly sped at night, ignored a stop sign, and collided with another vehicle, resulting in hospitalization for a concussion. Therefore, a preponderance of the evidence showed that NE#1’s conduct undermined public trust in SPD and himself.

Accordingly, OPA recommends that this allegation be Sustained.

Recommended Finding: **Sustained**