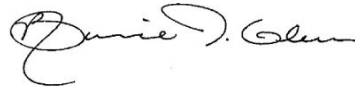


Issued Date: July 2, 2026

From: Director Bonnie Glenn
Office of Police Accountability



Case Number:2025OPA-0370

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

- **Imposed Discipline: 4 Days (36 Hours) Suspension**
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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:

Named Employee #1 (NE#1) was arrested on September 25, 2025, for suspicion of physical control of a motor vehicle while under the influence. On November 4, 2025, NE#1 pleaded guilty to Negligent Driving in the First Degree.

Administrative Note:

On April 2, 2026, OIG certified OPA's investigation as thorough, timely, and objective.

Summary of the Investigation:

On September 25, 2025, the Complainant (an SPD Supervisor) sent OPA a Blue Team complaint explaining NE#1 had been arrested on suspicion of being in actual physical control of a motor vehicle while under the influence of any intoxicating liquor. See RCW 46.61.504.

OPA suspended the administrative investigation for the criminal investigation and prosecution to proceed. On November 4, 2025, NE#1 pleaded guilty to Negligent Driving in the First Degree. See RCW 46.61.5249. OPA commenced its administrative investigation, reviewing the incident report, body-worn video (BWV), and court records. OPA also interviewed NE#1. OPA finds, by more than a preponderance of the evidence, that the following occurred.

Police in another Washington State jurisdiction observed NE#1 “slumped” in his truck while stopped at a stoplight. NE#1 did not move his vehicle through several light cycles. Responding officers observed NE#1 slumped in the driver seat with an open container of alcohol in the center console. A half-full bottle of vodka was observed in the back seat. Responding officers noted a faint odor of alcohol coming from NE#1’s breath and bloodshot eyes, but did not document stumbling, balance issues, slurred speech or other signs of intoxication. NE#1 declined standard field sobriety tests (SFSTs) but agreed to a portable breath test (PBT). NE#1 stated he had two beers while golfing earlier, then another beer while stopped at another location. The PBT registered NE#1’s blood alcohol content (BAC) at .116. NE#1 was placed under arrest, and two later “Draeger Alcotests” showed NE#1 had a BAC of .096.

NE#1 pleaded guilty to Negligent Driving in the First Degree, his sentence was suspended for two years and he was placed on monitored probation. NE#1 accepted conditions that he commit no further criminal violations, no civil or criminal alcohol violations, not refuse any future tests to determine BAC, as well as obtain a drug/alcohol evaluation, complete a DUI victim’s panel, and attend alcohol/drug information school. NE#1 paid his fines and completed his evaluation, victim’s panel, and drug/alcohol school.

In his OPA interview, NE#1 admitted his actions violated both classified policies, explaining he pleaded guilty to violating the law and incidents of this sort can bring embarrassment on the Department, himself, and the law enforcement profession. He also offered the following:

[O]ne of the big reasons of taking the plea deal, as opposed to taking my chances at trial, was to take ownership of the incident to take full responsibility. I feel like I've done that through the legal process. I also wanted to take full responsibility on this so the department could move on with their investigation and hopefully bring me back to work as soon as possible, so I could get back to my unit to help out with the workload.

Analysis and Conclusions:

Named Employee #1 – Allegation #1

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

It was alleged that NE#1 violated the law by committing Negligent driving—First Degree.

SPD Policy 5.001-POL-2 requires that employees adhere to laws, City policy, and Department policy. RCW 46.61.504 makes it a misdemeanor to, “operate[] a motor vehicle in a manner that is both negligent and endangers or is likely to endanger any person or property, and exhibit[] the effects of having consumed liquor.”

It is beyond dispute that NE#1 violated the law, having pleaded guilty to committing negligent driving in the first degree.

Accordingly, OPA recommends this allegation be Sustained.

Recommended Finding: **Sustained**

Named Employee #1 – Allegation #2

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

It was alleged that NE#1 engaged in behavior that undermines public trust by driving while intoxicated.

SPD Policy 5.001-POL-10 requires that SPD employees “strive to be professional.” The policy further instructs that “employees may not engage in behavior that undermines public trust in the Department, the officer, or other officers” whether on or off duty. SPD Policy 5.001-POL-10.

This allegation could be sustained based solely on the facts articulated above in Allegation #1. However, additional aspects of this incident are also notable for undermining public trust in NE#1. These include his level of intoxication that, more likely than not, caused him to either fall asleep or pass out while operating his vehicle on a public road.

Accordingly, OPA recommends this allegation be Sustained.

Recommended Finding: **Sustained**