



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#14-0179

Issued Date: 05/08/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (III.A) Violation of Law (Policy that was issued 08/15/12)
OPA Finding	Sustained
Allegation #2	<u>Seattle Police Department Manual</u> 5.001 (9) Professionalism (Policy that was issued 08/15/12)
OPA Finding	Sustained
Allegation #3	<u>Seattle Police Department Manual</u> 5.170 (7)(a) Use of Marijuana, Medical or Otherwise, On- or Off-Duty (Policy that was issued 11/21/12)
OPA Finding	Sustained
Final Discipline	12 Day Suspension without Pay

INCIDENT SYNOPSIS

The named employee, a civilian SPD employee, was pulled over by another jurisdiction for obvious signs of impairment. The named employee refused to provide a breath sample and a warrant was issued for a blood test. The blood test indicated that the named employee was above the legal limit for blood alcohol and had THC (marijuana) in his system indicating recent marijuana use. The named employee indicated he was a Seattle Police Department employee and then behaved in a manner that did not reflect positively upon the Department.

COMPLAINT

The named employee self-reported that he had been arrested by another jurisdiction.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint memo
2. Search for and review of all relevant records and other evidence
3. Interview of SPD employee

ANALYSIS AND CONCLUSION

The evidence showed that the named employee was arrested for driving under the influence of alcohol and did not interact with the arresting officer in a professional or courteous manner. Furthermore, it was determined that the named employee had used marijuana on more than one occasion while not at work.

FINDINGS

Named Employee

Allegation #1, #2 and #3

The weight of the evidence showed that the named employee violated the law (DUI), was unprofessional and had used marijuana. Therefore a **Sustained** finding was issued for all of the allegations (*Violation of Law, Professionalism, and Use of Marijuana, Medical or Otherwise, On- or Off-Duty*).

Discipline imposed: **12 Day Suspension without Pay**

NOTE: The Seattle Police Department Manual policies cited for the allegation(s) made for this OPA Investigation are policies that were in effect during the time of the incident. The issued date of the policy is listed.