



March 21, 2022

Interim Chief Adrian Diaz
Seattle Police Department
PO Box 34986
Seattle, WA 98124-4986

Dear Chief Diaz:

Please see the below Management Action Recommendation.

Case Number

- 2020OPA-0621 / 2020COMP-0006

Topic

- Email Access

Summary

- It was alleged that a former SPD officer sent an inappropriate email from his city email account after separating from SPD.

Analysis

- The named employee (NE) retired from SPD on September 30, 2020. On that date, he received two emails from the SPD Legal Unit regarding a public disclosure request. Two days later he sent an inappropriate response via his city email account. The message was profane, insulting, and juvenile, and directed at Legal Unit employees and SPD leadership.
- The NE retained access to his city email account until October 9, 2020, when his separation date was entered into SPD systems.
- OPA does not have jurisdiction over former SPD employees who engage in inappropriate acts after their employment ends. As such, OPA is unable to issue a sustained finding against the NE.

Recommendation(s)

- SPD Human Resources should ensure the timely restriction of email access upon an employee's separation from SPD.

Thank you for your consideration of this matter. I look forward to your response.

Sincerely,

Gráinne Perkins

Gráinne Perkins
Interim Director, Office of Police Accountability