

2/4/2026

Director Bonnie Glenn
Office of Police Accountability
PO Box 34986
Seattle, WA 98124-4986

Dear Director Glenn,

Please see the Management Recommendation response below:

Case Numbers: 2024OPA-0027 / 2025COMP-0005

Topic: Responsibilities of Employees Concerning Alleged Policy Violations

Summary of the Management Action:

- An SPD student officer was contacted in another jurisdiction by police, who referred the named employee's conduct to a prosecutor's office to consider for criminal charges.
- Four days later, a member of the student officer's chain of command emailed multiple members of SPD command staff and the then-OPA Director. The email subject line was "Administrative Leave." The email contained a copy of the police report, and the body of the email stated the report concerned the student officer and her acting assistant chief would "be handling" when he returned from vacation.
- The student officer was immediately placed on administrative leave, but a "Blue Team" referral was not made to OPA. The human resources director requested an update from OPA over four months later, triggering the OPA investigation.

Original Recommendation:

- OPA recommends SPD (1) reemphasize through training to supervisors that OPA referrals from SPD employees reporting serious misconduct should be sent through Blue Team absent, (2) require in policy that an OPA referral be made whenever an officer is placed on administrative leave for alleged misconduct, and (3) specify which supervisors are obligated to submit a Blue Team complaint to OPA.

Action Taken:

Misconduct documentation, Supervisor Investigation and OPA referral via Blue Team are discussed in Title 5. Title 5 also defines supervisor as Lieutenant, Captain and Civilian Manager. However, this Title is under review and is being negotiated with Labor.

As part of the policy review, SPD will emphasize the necessity of Blue Team transmissions. To further re-emphasize that supervisors must submit OPA referrals for serious misconduct via BlueTeam, a training section will be added to Sergeant's School Training.

UPDATE:

SPD Training Unit has incorporated the recommendation into the curriculum for Sergeant School and Sergeant Sustainment Trainings. There will be no changes to policy.



Seattle

Police Department

SPD Considers this Management Action:
Implemented

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in blue ink that reads "Shon F. Barnes".

Shon F. Barnes Ph.D.
Chief of Police
Seattle Police Department