



Seattle Office of
Inspector General



Follow-Up Audit of Disciplinary Determinations for SPD Sworn Personnel

December 16, 2024

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Audit Objective and Scope

Audit Objective

To determine trends of disciplinary actions since the 2021 Office of Inspector General (OIG) audit of the Seattle Police Department’s (SPD) disciplinary system for sworn personnel, and to determine the results of any appeals of final discipline adjudicated since the prior audit.

Audit Scope

This audit focused on the latter stages of the disciplinary process, comprised of the Discipline Committee’s issuance of the Proposed Disciplinary Action Report (DAR), the Chief’s imposition of final discipline and any review and resolution of this determination on appeal. As such, this audit reviewed disciplinary actions for Seattle Police Officers Guild (SPOG) and Seattle Police Management Association (SPMA) members resulting from Office of Police Accountability (OPA) investigations conducted from September 2, 2020, to June 13, 2024.¹

Audit Standards

The Office of Inspector General for Public Safety (OIG) conducted this performance audit in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

1 Because OIG also conducts oversight of OPA classifications and investigations, including certifying whether OPA’s work is objective, thorough and timely, those activities are outside the scope of this audit.

Executive Summary

As part of OIG’s mission to perform systemic oversight of SPD and consistent with the recommendation of the Federal Monitor,² OIG initiated this audit to follow up on trends in disciplinary determinations noted in the 2021 discipline audit,³ and the results of any appeals of final discipline that have been adjudicated since the last discipline review.

This audit found the following:

- Consistent with the 2021 audit, officers are often disciplined at the minimum of recommended ranges, and sometimes below. As was the case in the prior audit, this appears to coincide with frequent identification and weighting of mitigating factors in determining discipline.
- OPA is often giving SPD insufficient time to review and prepare cases for the Disciplinary Committee.
- A significant number of disciplinary appeals remain unresolved

OIG would like to acknowledge the full and timely assistance of SPD, OPA, and other City personnel while conducting this audit.

Background

SPD Disciplinary System

When OPA concludes an investigation, it issues a Director Certification Memo (DCM), which contains the agency’s findings. If the OPA Director recommends sustaining one or more allegations, the Director convenes the Discipline Committee to discuss the proposed sustainment and the appropriate level of discipline for the policy violation. The Discipline Committee includes the OPA Director, the named employee’s chain of command and the SPD Labor and Employment Advisor. To prepare for the meeting, the Employment Advisor researches comparable cases to the matter under review and distributes this information, along with the employee’s personnel history, to the Committee members for review. If the Committee concurs with one or more of the sustained findings, they will then discuss the appropriate level of discipline to be recommended to the Chief. The OPA Director, upon feedback from the chain of command, may choose to amend the sustained allegations in the DCM.⁴

At this point, a number of disciplinary options may be considered. The Committee may agree on a singular level of discipline, or they may issue a recommended disciplinary range. If the Committee agrees that a reprimand is the appropriate level of discipline, a reprimand letter will be drafted, reviewed and issued by an assistant or deputy chief, or the civilian equivalent, or their designee. If, however, the recommended discipline comprises suspension, demotion, or termination of employment, a Proposed Disciplinary Action Report (DAR) will be prepared and provided to the employee and a *Loudermill* meeting will be offered prior to the Chief determining final discipline.⁵

2 See the [Seattle Police Monitor’s Accountability System Sustainability Assessment](#), pg. 5.

3 See the 2021 [Audit of Disciplinary System for Sworn Personnel](#).

4 In the event the chain of command disagrees with specific sustained allegations and the OPA Director does not revise the DCM accordingly, they may submit a separate memorandum to the Chief, explaining their reasons why the allegations should not be sustained.

5 The *Loudermill* meeting is considered a due process requirement and provides the employee an opportunity to meet with the Chief and explain their perspective, including any mitigating factors (whether part of the investigation file or not) that should be considered in determining final discipline.

2021 Discipline Audit

In 2021, OIG audited the disciplinary system for SPD sworn personnel, which included an assessment of how final disciplinary actions compared to recommended ranges. That audit found that Chiefs applied the lower half of the disciplinary range in the majority of cases where discipline was proposed, and in 45% of cases final discipline was at the minimum of the range. OIG concluded that this trend may have been due in part to employees having an opportunity to advocate their position in a *Loudermill* meeting, whereas complainants did not have an equivalent process to be heard by the Chief.

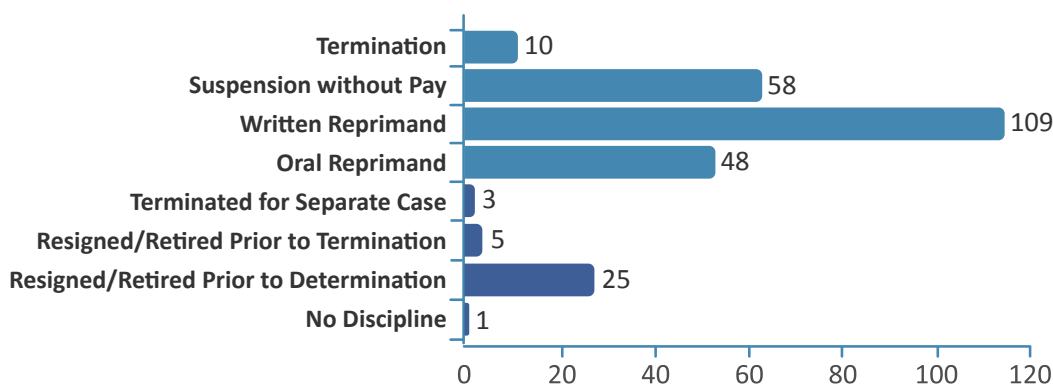
We also noted that mitigating factors were cited in DARs 140% more frequently than aggravating factors, where a positive performance record and officer admission of fault were the two most cited mitigating circumstances. Moreover, we found that consideration of mitigating and aggravating factors correlated with the level of discipline imposed by a Chief.

Audit Findings

The audit population totaled 259 cases of sustained policy violations, and consisted of 226 disciplinary determinations and 33 cases that would have resulted in discipline being imposed but for the employee's resignation prior to the Chief's adjudication.

Figure 1: Discipline for all Sustained Findings

Total = 259 Findings

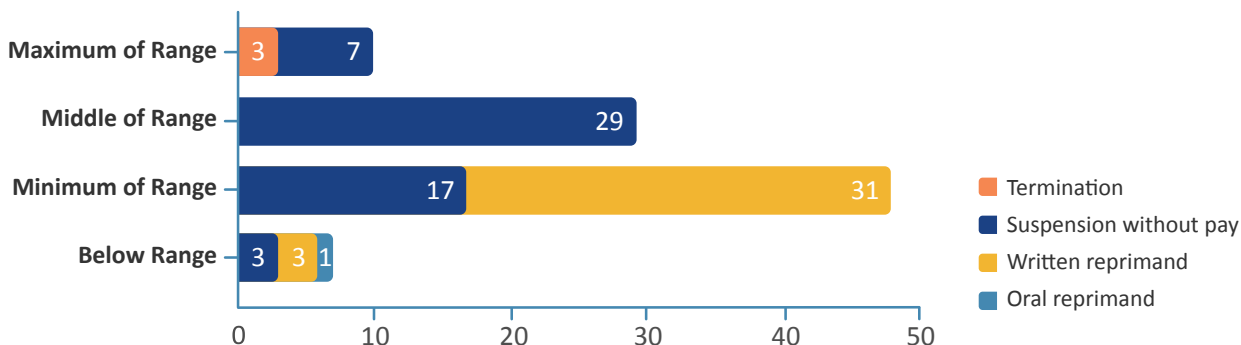


The Chief's final discipline is at or below the proposed minimum range in approximately 50% of the cases reviewed

The Disciplinary Committee proposed a range of discipline to the Chief for 94 cases within the sample period.⁶ The Chief's final discipline was at or below the minimum range proposed by the Committee in more than 50% of these cases (*Figure 2*) and reached a high point of 69% in the years sampled.

Figure 2: Disciplinary Determination Compared to Range

Total = 94



⁶ Nearly all of the disciplinary actions within our audit sample occurred during Chief Diaz's leadership of the Department.



OIG noted seven cases where the Chief's discipline determination was below the recommended range. In no case did the recommended range include termination and, in all cases, a disciplinary penalty was imposed. Mitigating factors the Chief identified in these cases included department-wide challenges related to the 2020 George Floyd protests, an officer's exemplary record, inexperience, and admission of fault.⁷

In six instances when the Discipline Committee proposed a range that included termination or suspension, the Chief terminated the employee half the time (Figure 3). Additionally, in the 46 cases where the Chief was presented a range between reprimand and suspension, the Chief imposed the reprimand option 70% of the time (Figure 4).

Figure 3: Discipline When Recommended Range Provided for Suspension or Termination

Total = 6

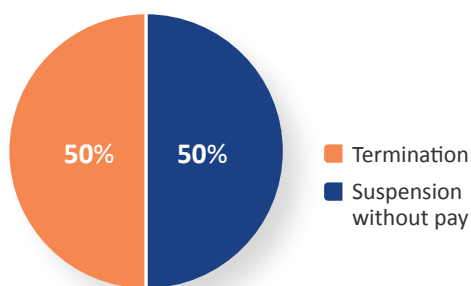
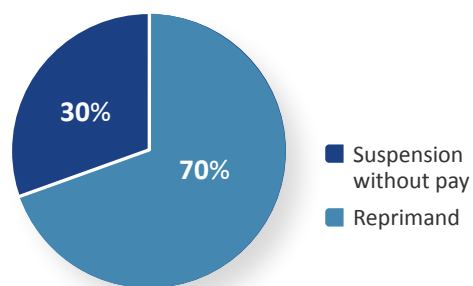


Figure 4: Discipline when Recommended Range Provided for Reprimand or Suspension

Total = 46



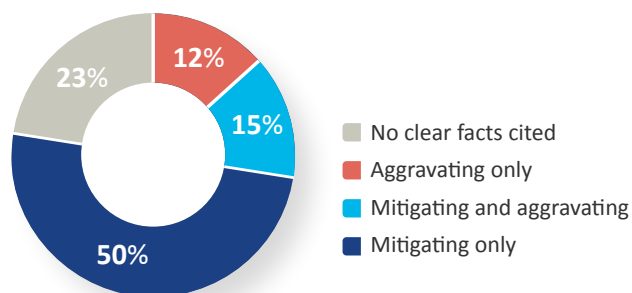
As detailed earlier, the proposed range results from the Discipline Committee's consideration of cases similar to the matter under consideration, and these cases comprise one of the bases for the disciplinary range determined by the Committee. As such, the range presented to the Chief is the product of a process designed to reduce the risk of inconsistent outcomes for similar allegations.

Trend Toward Lower Discipline Attributable to Frequently Identified Mitigating Factors

When the Chief made a disciplinary determination for an officer who had not already resigned, retired, or been otherwise terminated, 65% of cases appeared to include the weighing of mitigating factors. This compared to 27% for aggravating factors (Figure 5).

Figure 5: Disciplinary Determinations for Active Employees, Organized by Types of Factors Cited in DAR

Total = 226

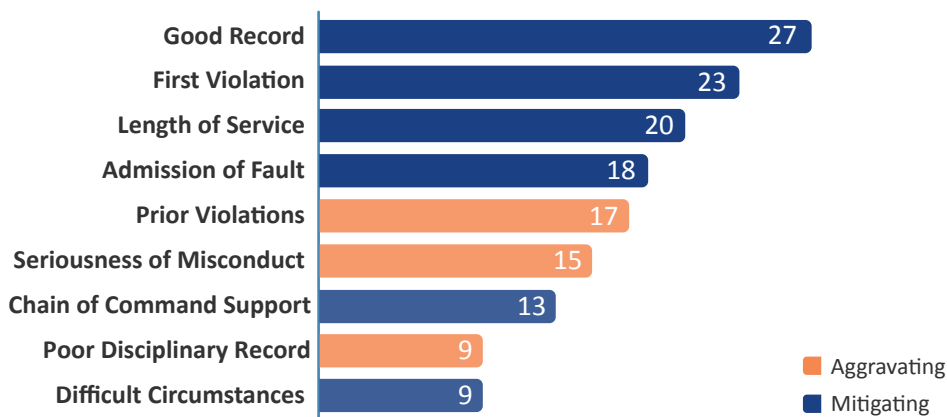


⁷ Per section 3.29.135 of the Accountability Ordinance, the Chief must notify specified elected officials and accountability partners if they do not follow one or more of the OPA Director's recommendations. However, this requirement only pertains to the sustenance of an allegation and not the recommended level of discipline. Thus, when a Chief leaves the sustained allegation intact but levies discipline outside the recommended range, external notification is not required.



Figure 6 depicts factors the Chief most frequently cited on DARs.⁸ OIG did not assess whether aggravating or mitigating factors were valid, or whether additional factors should have been considered.

Figure 6: Count of Disciplinary Factors and DARs (more than 5 times)



Identification of mitigating factors appears significant in disciplinary determinations tending toward the bottom or below recommended ranges. Among a smaller subset of 36 cases in which the Chief was presented with a disciplinary range and *only* identified a mitigating factor, 33 (92%) disciplinary determinations were at or below the bottom of the range.

This finding is consistent with the analysis of disciplinary ranges OIG noted in 2021 and shows that SPD Chiefs since 2018 (primarily former Chiefs Best and Diaz) have consistently favored the lower end of proposed disciplinary ranges.

It is within the Chief's authority to determine what level of discipline to impose, and differences in recommended ranges may at times be inconsequential (e.g. a range of 1-3 days suspension), but a pattern of lower discipline has the potential to impact future arbitration and highlights the imbalance between officers who are entitled to speak with the Chief before a disciplinary determination, and complainants who do not have a similar avenue to provide their perspective.⁹

OPA is often giving SPD insufficient time to review and prepare cases for the Disciplinary Committee

Issuance of the DCM by OPA triggers a considerable amount of preparatory activity by the SPD Labor and Employment Advisor to facilitate the Discipline Committee's review of a case. For cases involving novel issues of fact or law which may require research and information review, sufficient lead-time is especially important. The Discipline Committee process and the Proposed DAR it produces for the Chief must fit within the 180-day administrative misconduct investigation timeline outlined in SPOG and SPMA collective bargaining agreements. While OPA policies and practices were not in scope for this audit, OIG became aware of issues SPD was experiencing in creating recommended disciplinary ranges and performed steps to review the timeliness of the DCM submission to the Discipline Committee.

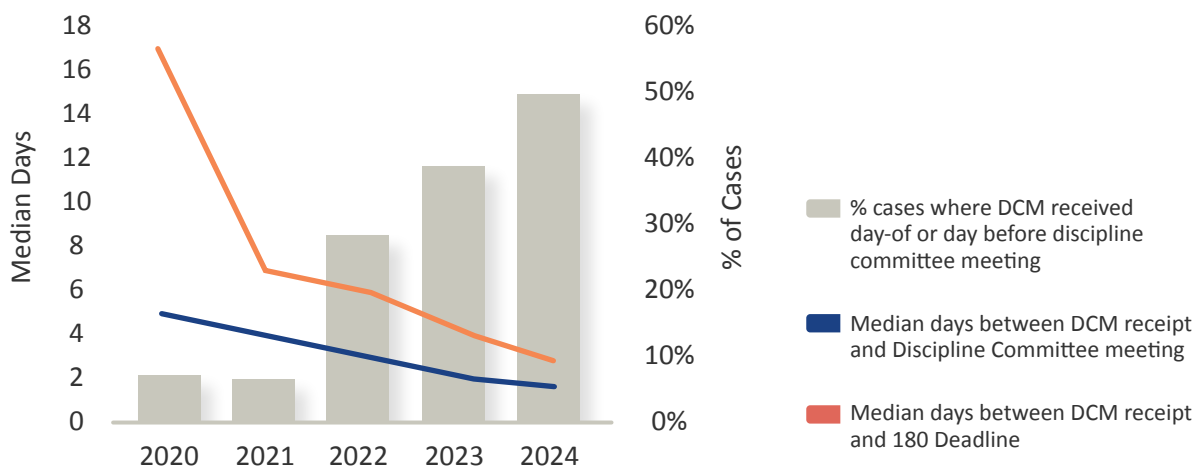
⁸ Aggravating and Mitigating factors in a DAR are generally described in a clear manner within the Chief's narrative but they are not listed uniformly. Figure 6 represents the factors as they are described in the DAR. For example, 'Good Record' means that the Chief's narrative described weighing the officer's broadly positive performance or disciplinary history, whereas 'First Violation' more narrowly means that the Chief considered the fact that the officer had not previously violated the relevant or related policies.

⁹ In response to a similar finding in the 2021 Discipline Audit, OPA reported that it is currently developing a process by which complainants may have the opportunity to provide the Chief with a written complainant impact statement.

The Director Certification Memo (DCM) is not timely submitted to the Discipline Committee.

In determining the timeliness of the DCM, OIG identified three salient dates or deadlines relevant to its submission: (i) the date of DCM receipt by the Discipline Committee; (ii) the Discipline Committee meeting date; and (iii) the 180-day deadline. This information was used to calculate two key metrics in the disciplinary determinations process: (1) median days between SPD's receipt of the DCM and the Discipline Committee Meeting; and (2) median days between SPD's receipt of the DCM and the 180-day deadline. The date and deadline data were also used to identify trends in the percentage of cases where SPD received the DCM the day of or the day before the Discipline Committee meeting.

Figure 7: Timeliness of OPA Director's Certification Memos



As shown in Figure 7, from 2020-2024 there has been a yearly *decrease* in median days between the committee's receipt of the DCM and the Discipline Committee meeting/180-day deadline. Conversely, there has been a yearly *increase* in cases when the DCM is received the day of or the day before the Discipline Committee meeting. This means that the SPD Employment Advisor and the larger Discipline Committee are increasingly under pressure to research and adjudicate cases, sometimes in less than 24 hours. According to the Employment Advisor this may limit the Discipline Committee's ability to consider novel legal issues or closely examine the facts of complex cases.

OIG found that general OPA caseload alone does not explain the year-over-year reduction in time SPD is given to review the DCM and determine proposed discipline. OPA's total number of reported investigations and allegations are lower in 2022-2023 when compared to 2020-2021 (Figure 8).

Figure 8

OPA Annual Report	OPA Investigator Position ¹⁰	Findings	Investigations
2023	11	999	290
2022	11	857	290
2021	11	1208	312
2020	11	1042	369

This audit did not include steps to identify why OPA is handing cases over to the Discipline Committee closer to the 180-day deadline, but OIG may perform future follow-up work if this trend continues.

¹⁰ This number does not include supervisors or advisors, and does not account for vacancies.



There is a lack of documented guidance regarding when the DCM should be submitted.

Expectations of DCM timeliness differ between SPD's Labor and Employment Advisor and the OPA Director. The Employment Advisor told OIG that the preferred timeframe is to receive the DCM two weeks before the 180-day deadline, where the Discipline Committee meeting is scheduled one week before the 180-day deadline and the DCM is received one week prior to the Committee meeting. The OPA Director told OIG that their goal is to submit the DCM 5-7 days before the 180-day deadline.

A likely cause of the dissimilar expectations noted above are the lack of policies or procedures establishing timelines, milestones or communication protocols for the submission of the DCM to the Discipline Committee. Thus, untimely DCMs may limit the Committee's ability to thoroughly review and compile comparable cases and research novel issues, which may impact the quality of the deliberative process and disciplinary outcomes.

Recommendation 1

Establish Criteria for when OPA should provide SPD with DCMs

OPA should, in consultation with the SPD Labor and Employment Advisor, establish timeline expectations for the submission of the DCM relative to the Discipline Committee meeting, and document this expectation in the OPA manual.

Matter for Consideration: A significant number of disciplinary appeals remain in pending status

There are currently two methods of appeal available to SPOG and SPMA members. The first is a multi-step grievance process, with the final phase being arbitration. The other is filing an appeal with the Public Safety Civil Service Commission (PSCSC), a three-member board that oversees testing, appointments, promotions, suspensions, discharges and related matters for the City's sworn police officers and fire personnel. The 2021 Discipline Audit found that both the City and SPOG were not taking action to send a growing number of pending appeals to an arbitrator.

City Attorney records reflect that as of June 2024, 106 disciplinary appeals were pending arbitrator selection, with 82 of those carried forward from the population OIG identified in 2021. Accordingly, there have been relatively few appeals resolved since the prior discipline audit. These resolutions consist of the following:

Figure 9

Resolution Category	Number of Cases
Appeal: Discipline Upheld	3
Appeal: Discipline Reduced	2*
Settlement: Discipline Reduced	2
Settlement: Discipline Materially Unchanged	1
Dismissed or Withdrawn	5
Arbitrator's Decision Pending	1
PSCSC Hearing Scheduled	1

*One reduced discipline was successfully appealed by the City and restored by Washington State courts



While the volume of cases pending appeal has grown since the 2021 Discipline Audit, OIG notes that of the 106 appeals described above, more than half (70) concern reprimands or sustained findings without discipline (*See Appendix C*). Article 14 of the SPOG CBA differentiates between ‘discipline’ and ‘contract’ grievances, where discipline is specific to suspension, demotion, termination or transfer identified by as disciplinary in nature, and contract pertains to all other grievances. However, both forms of grievance may ultimately result in arbitration. Over the scope of this review only one grievance concerning a reprimand, or a non-disciplinary finding appear to have been resolved by an arbitrator. Because of this, OIG is not yet able to determine if these low-level appeals have an impact on officer accountability.

Conclusion

This follow-up audit found that trends in discipline and appeals remained generally consistent with the 2021 Discipline Audit. SPD continues to frequently impose discipline at the minimum, and sometimes below, recommended ranges. These disciplinary determinations are within the Chief’s discretion and appear appropriate relative to the volume of mitigating factors cited in DARs but illustrate the impact of *Loudermill* meetings wherein officers are given an opportunity to present their perspective to the Chief.

This follow-up found changes from the prior audit in the steady decrease in time the discipline committee has to fully review and decide cases. Short, and sometimes less-than 24-hour turnaround times risk impacting the quality of the deliberative process for disciplinary recommendations. The OPA Director and SPD Labor and Employment Advisor should agree on timeline expectations for submission of the DCM relative to the Discipline Committee meeting.

OIG will continue to monitor the status of appeals and anticipates performing an analysis of arbitrator outcomes when more data becomes available.



Appendix A: Recommendations and Department Response

Recommendation 1	Establish Criteria for when OPA should provide SPD with DCMs
<p>OPA should, in consultation with the SPD Labor and Employment Advisor, establish timeline expectations for the submission of the DCM relative to the Discipline Committee meeting, and document this expectation in the OPA manual.</p>	
<p>City Council Response</p> <p><input checked="" type="checkbox"/> Concur <input type="checkbox"/> Do Not Concur</p>	
<p>Estimated Date of Implementation: Q1 to Q2 2025</p>	

Appendix B: Audit Methodology

OIG strives to make objective, well-informed findings and recommendations as part of the audit process. Audit staff conducted the following investigatory steps to inform audit findings:

- Interviewed SPD Labor and Employment Advisor and SPD Executive Director of HR, as well as partners from OPA and CPC;
- Conducted background research on police officer disciplinary systems enacted in other jurisdictions;
- Reviewed case documentation stored in IAPro, including DCMs, proposed and final DARs and appeals documentation;
- Analyzed DCM transmittal dates, Discipline Committee and 180-day deadline information for completeness and accuracy; and
- Analyzed and reconciled appeals reports from the City Attorney to determine current case status, including dismissals, settlements, and pending arbitration or litigation.



Appendix C: Recent Study of SPD Discipline Appeals

The table below reflects OIG's understanding of the current status of disciplinary appeals as of November 2024. This information is drawn from bi-annual City Attorney status reports and documentation in OPA case files and is subject to change. Cases in blue have been resolved, notwithstanding any additional appeals. Duplicate case numbers reflect different officers with appeals in the same case.

OPA No.	Disciplinary Decision	Date of Appeal	Nature of Appeal	Final Disposition
2014OPA-0216	Termination	11/18/2016	Arbitration	Reduced by arbitrator to 15-day suspension; City motion to vacate decision granted and termination upheld by Superior Court and Court of Appeals
2015OPA-0655	10-day suspension	8/22/2016	Arbitration	Pending arbitrator selection
2015OPA-1859	1-day suspension	10/5/2016	Arbitration	Pending arbitrator selection
2015OPA-1897	1-day suspension	5/19/2017	Arbitration	Pending arbitrator selection
2016OPA-0396	Written reprimand	2/7/2017	Arbitration	Pending arbitrator selection
2016OPA-0400	Oral reprimand & re-training	12/13/2016	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0438	Written reprimand	9/1/2017	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0474	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0497	Written reprimand	12/14/2016	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0518	1-day suspension	3/21/2017	Arbitration	Pending arbitrator selection
2016OPA-0519	Written reprimand	8/25/2017	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0520	Oral reprimand	10/ /2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0520	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0575	Written reprimand	8/25/2017	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0629	Written reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0653	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection



Appendix C: Recent Study of SPD Discipline Appeals, *continued*

OPA No.	Disciplinary Decision	Date of Appeal	Nature of Appeal	Final Disposition
2016OPA-0664	Written reprimand	8/25/2017	Arbitration	Pending arbitrator selection
2016OPA-0754	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-0756	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-1064	4-day suspension	7/10/2017	Arbitration	Suspension Upheld: One finding overturned
2016OPA-1139	Written reprimand	9/1/2017	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-1162	7-day suspension	7/10/2017	Arbitration	Pending arbitrator selection
2016OPA-1443	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-1444	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2016OPA-1445	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0040	Written reprimand	9/28/2017	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0040	Written reprimand	9/28/2017	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0112	1-day suspension	11/17/2017	Arbitration	Pending arbitrator selection
2017OPA-0154	Written reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0197	Written reprimand	8/25/2017	Arbitration	Pending arbitrator selection
2017OPA-0198	Oral reprimand	12/21/2017	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0270	1-day suspension	2/16/2018	Arbitration	Pending arbitrator selection
2017OPA-0318	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0372	Written reprimand	12/1/2017	Arbitration	Pending arbitrator selection
2017OPA-0372	Written reprimand	12/1/2017	Arbitration	Pending arbitrator selection



Appendix C: Recent Study of SPD Discipline Appeals, *continued*

OPA No.	Disciplinary Decision	Date of Appeal	Nature of Appeal	Final Disposition
2017OPA-0405	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0453	Written reprimand	1/26/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0520	Written reprimand	2/20/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0550	10-day suspension	4/19/2018	Arbitration	Pending arbitrator selection
2017OPA-0567	Sustained finding (no discipline)	2/20/2018	Arbitration	Pending arbitrator selection
2017OPA-0567	Sustained finding (no discipline)	2/20/2018	Arbitration	Pending arbitrator selection
2017OPA-0568	9-day suspension	2/16/2018	Arbitration	Pending arbitrator selection
2017OPA-0617	Written reprimand	2/20/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0691	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0692	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0693	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0694	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0697	Written reprimand	3/6/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0698	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0699	Oral reprimand	2/8/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0700	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0701	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-0702	Oral reprimand	2/21/2018	Arbitration (Timelines)	Pending arbitrator selection



Appendix C: Recent Study of SPD Discipline Appeals, *continued*

OPA No.	Disciplinary Decision	Date of Appeal	Nature of Appeal	Final Disposition
2017OPA-0868	7-day suspension	4/19/2018	Arbitration	Pending arbitrator selection
2017OPA-0898	Sustained finding (no discipline)	5/4/2018	Arbitration	Pending arbitrator selection
2017OPA0999	Written reprimand	5/4/2018	Arbitration	Pending arbitrator selection
2017OPA-1010	Written reprimand	3/22/2018	Arbitration (Timelines)	Pending arbitrator selection
2017OPA-1059	Termination	7/26/2018	Arbitration	Dismissed
2017OPA-1059	Termination	7/26/2018	Arbitration	Grievance Upheld: Reduced to 60-day suspension. City Appealing.
2017OPA-1101	4-day suspension	6/7/2018	Arbitration	Pending arbitrator selection
2017OPA-1230	Oral reprimand	1/3/2019	Arbitration	Pending arbitrator selection
2017OPA-1283	2-day suspension	11/5/2018	Arbitration	Pending arbitrator selection
2017OPA-1326	Termination	2/21/2020	PSCSC	Termination upheld
2018OPA-0063	Closure Letter and sustained finding	11/20/2018	Arbitration	Pending arbitrator selection
2018OPA-0144	15-day suspension	11/5/2018	Arbitration	Pending arbitrator selection
2018OPA-0238	Written reprimand	1/3/2019	Arbitration	Pending arbitrator selection
2018OPA-0245	30-day suspension	8/15/2019	Arbitration	Pending arbitrator selection
2018OPA-0316	4-day suspension	4/25/2019	Arbitration	Pending arbitrator selection
2018OPA-0318	Demotion	2/14/2019	Arbitration	Pending arbitrator selection
2018OPA-0479	Oral reprimand	9/18/2019	Arbitration	Pending arbitrator selection
2018OPA-0533	2-day suspension	3/30/2020	Arbitration	Pending arbitrator selection



Appendix C: Recent Study of SPD Discipline Appeals, *continued*

OPA No.	Disciplinary Decision	Date of Appeal	Nature of Appeal	Final Disposition
2018OPA-0638	4-day suspension	4/23/2019	Arbitration	Pending arbitrator selection
2018OPA-0639	6-day suspension & disciplinary transfer	8/15/2019	Arbitration	Pending arbitrator selection
2018OPA-0735	30-day suspension	5/16/2019	Arbitration	Pending arbitrator selection
2018OPA-0783	2-day suspension	6/5/2019	Arbitration	Pending arbitrator selection
2018OPA-0874	Termination	2/21/2020	PSCSC	Termination upheld
2018OPA-0879	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2018OPA-0879	Oral reprimand	10/23/2019	Arbitration (Timelines)	Pending arbitrator selection
2018OPA-0890	Written reprimand & re-training	8/6/2019	Arbitration	Pending arbitrator selection
2018OPA-0919	Oral reprimand	2/25/2020	Arbitration (Timelines)	Pending arbitrator selection
2018OPA-0919	Oral reprimand	2/25/2020	Arbitration (Timelines)	Pending arbitrator selection
2018OPA-1064	Termination	1/14/2020	Arbitration	Pending arbitrator selection
2019OPA-0005	Termination	3/3/2020	Arbitration	Settled: Findings remain, designation changed to Resignation in Lieu of Termination
2019OPA-0406	Written reprimand & retraining	1/13/2020	Arbitration	Pending arbitrator selection
2019OPA-0872	Termination	10/14/2020	PSCSC	Withdrawn
2020OPA-0153	2-day suspension	11/17/2017	Arbitration	Pending arbitrator selection
2020OPA-0253	9-day suspension	8/3/2023	PSCSC	Settled: 2 days rescinded
2020OPA-0335	Oral reprimand	1/28/2022	Arbitration	Pending arbitrator selection



Appendix C: Recent Study of SPD Discipline Appeals, *continued*

OPA No.	Disciplinary Decision	Date of Appeal	Nature of Appeal	Final Disposition
2020OPA-0344	Written reprimand	1/28/2022	Arbitration	Pending arbitrator selection
2020OPA-0407	Written reprimand	6/10/2021	Arbitration	Pending arbitrator selection
2020OPA-0407	Written reprimand	5/11/2021	Arbitration	Pending arbitrator selection
2020OPA-0407	Written reprimand	5/11/2021	Arbitration	Pending arbitrator selection
2020OPA-0407	Written reprimand	5/11/2021	Arbitration	Pending arbitrator selection
2020OPA-0432	1-day suspension	8/4/2021	Arbitration	Pending arbitrator selection
2020OPA-0432	1-day suspension	8/4/2021	Arbitration	Pending arbitrator selection
2020OPA-0477	Written reprimand	8/19/2021	Arbitration	Pending arbitrator selection
2020OPA-0519	20-day suspension & disciplinary transfer	9/8/2021	Arbitration	Pending arbitrator selection
2020OPA-0557	Written reprimand	8/4/2021	Arbitration	Pending arbitrator selection
2020OPA-0606	7-day suspension	12/3/2021	Arbitration	Pending arbitrator selection
2021OPA-0013	Termination	9/28/2021	Arbitration	Pending arbitrator selection
2021OPA-0013	Termination	9/28/2021	Arbitration	Pending arbitrator selection
2021OPA-0094	1-day suspension	2/24/2022	Arbitration	Pending arbitrator selection
2021OPA-0094	3-day suspension	2/24/2022	Arbitration	Pending arbitrator selection
2021OPA-0176	10-day suspension; removal from promotional register	2/2/2022	Arbitration	Pending arbitrator selection
2021OPA-0238	8-day suspension	4/12/2021	PSCSC	Withdrawn



Appendix C: Recent Study of SPD Discipline Appeals, *continued*

OPA No.	Disciplinary Decision	Date of Appeal	Nature of Appeal	Final Disposition
2021OPA-0314	Written reprimand	8/9/2023	Arbitration	Pending arbitrator selection
2021OPA-0366	Termination	2/14/2024	PSCSC	Withdrawn
2021OPA-0458	Termination	10/3/2022	PSCSC	Dismissed
2021OPA-0533	1-day suspension	12/8/2022	Arbitration	Pending arbitrator selection
2021OPA-0552	6-day suspension & re-training	12/8/2022	Arbitration	Pending arbitrator selection
2022OPA-0052	Written reprimand	11/1/2022	Arbitration	Awaiting arbitrator's decision
2022OPA-0099	Written reprimand	5/6/2023	Arbitration	Pending arbitrator selection
2022OPA-0147	270-hour suspension	7/5/2023	Arbitration	Pending arbitrator selection
2022OPA-0172	2-day suspension	3/13/2023	Arbitration	Pending arbitrator selection
2022OPA-0384	Written reprimand & re-training	5/18/2023	Arbitration	Pending arbitrator selection
2023OPA-0024	3-day suspension	11/13/2023	PSCSC	Settled: 3 day suspension reduced to 2
2023OPA-0156	Oral reprimand	2/13/2024	Arbitration	Pending arbitrator selection
2023OPA-0256	Written reprimand	3/24/2024	Arbitration	Pending arbitrator selection
2023OPA-0376	Written reprimand	4/24/2024	Arbitration	Pending arbitrator selection
2023OPA-0413	Termination	5/22/2024	PSCSC	Hearing Scheduled: April 2025
OIG 20-004	1-day suspension	8/19/2021	Arbitration (Timelines)	Pending arbitrator selection



Seattle Office of Inspector General

The Office of Inspector General for Public Safety (OIG) was established in 2017 via Ordinance 125315 to help ensure the fairness and integrity of the police system in its delivery of law enforcement services. OIG provides independent auditing of the management, practices, and policies of the Seattle Police Department and the Office of Police Accountability. Additionally, OIG oversees ongoing fidelity to organizational reforms implemented pursuant to the goals of the 2012 Consent Decree and Memorandum of Understanding.

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