



Seattle Office of  
Police Accountability

Better  
Together



*"Better Together"* By Emery K. Age 11

# 2025 Annual Report

Office of Police Accountability

Director, Bonnie Glenn | June 2026

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## Letter from the Director

Dear Community,

In 2025, after serving as the Seattle Office of Police Accountability's (OPA) Interim Director, I was officially sworn in as Director. I am honored and grateful for the opportunity to serve the Seattle community and am pleased to present our 2025 Annual Report. I believe police accountability is essential to maintaining public trust, preventing misconduct, and upholding the law. I seek to strengthen and advance this important work in collaborating with our accountability partners, the Seattle Police Department (SPD) and the community.



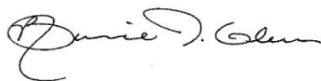
Over the past year, the City of Seattle reached a milestone when the Federal Consent Decree was lifted in 2025, after thirteen years of federal oversight, and returned control of the SPD to the City of Seattle. The Justice Department determined that the City achieved sustained and substantial compliance. OPA along with our accountability partners, the Seattle Police Department and the community all played an important part in this achievement. OPA acknowledges the progress made, but understands this work is continuous and we must remain vigilant.

OPA has been particularly productive over the past year. Some highlights include:

- Assisted with revising Seattle's Chief of Police Ordinance to provide OPA with expanded scope of operation and providing quarterly updates to the Mayor's Office and City Council.
- Provided input for SPD's policy revisions through monthly meetings and published several management action recommendations detailing specific changes.
- Developed a mediation video to increase awareness in the community.
- Hosted our first Police Accountability Symposium in December, "Building the Bridge: Imagining the Future of Police Accountability in Seattle." It was well attended, sparked meaningful dialogue with the community. We look forward to hosting another in 2026.
- Completed a thorough and annual review of proposed legislation.
- Improved operational efficiencies by reviewing OPA's procedures. OPA is developing dashboards for investigators and creating additional monthly internal reports for oversight.

OPA continues to assess and evaluate our processes, learn and improve, and seek out ways to collaborate with accountability partners, SPD and the community in carrying out this important work.

Sincerely,

A handwritten signature in black ink that reads "Bonnie J. Glenn". The signature is written in a cursive, flowing style.

Bonnie J. Glenn, Director

## Overview

This annual report summarizes OPA’s work throughout 2025. To prepare the report, we reviewed data using OPA’s records system, IAPro. The information is current as of April 6, 2026. Because IAPro is a live database, the numbers in this report—such as allegations, findings, and case outcomes—may change over time. Past reports may also show slightly different numbers because OPA’s processes and reporting methods have evolved. This content was adapted to enhance clarity and digital accessibility. Edits to content in this report (excluding data) were made using M365 Copilot Chat in accordance with the Mayor’s Executive Order (EO 2025-03) and the City’s Artificial Intelligence Policy (POL-211). All information was reviewed and approved by OPA staff prior to publication.

The OPA annual report format has been updated to meet the City of Seattle’s Digital Accessibility Standards. As such, the 2025 Report may look visually different than previous years.

## Facts-at-a-Glance

- 3,655 contacts were received.
- 307 complaints were submitted through the anonymous complaint form on OPA’s website.
- 489 cases (complaints) were opened, which is a 4.9% increase since 2024.
- 44% of complaints went to a full investigation.
- 77% of investigations were initiated by community members (7% increase since 2024).
- Force allegations increased 5.8% (128) compared to the previous year (121).

During the second half of 2025, OPA staff completed a large project transferring all OPA’s historical paper case files from SPD Headquarters to OPA’s facility. This involved the review and transportation of more than 2,000 paper files. Where permitted under Washington State law and retention schedules, old files were also purged. (See Washington State Archives, *Law Enforcement Records Retention Schedule*, Ver. 8, DAN LE2022-003, Rev. 0 (Feb. 2022) (citing RCW 40.14.070(4)).)

## End of the Consent Decree

On September 3, 2025, the federal courts ended their ongoing oversight of the Seattle Police Department. The City of Seattle had been under a “consent decree” for the past thirteen years related to SPD’s use of force, crisis intervention, stops and detentions, supervision, and accountability system. The end of the consent decree represented a recognition of the substantial steps the City took to address these issues of concern. Going forward, OPA’s role is unchanged: conducting thorough, objective, and timely investigations into individual allegations of misconduct.

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## About OPA

The Office of Police Accountability (OPA) works to promote accountability, transparency, and public trust. We are an independent entity within SPD that investigates complaints about police misconduct. OPA also educates the community on our work, including important steps like how to file a complaint. Learn more about our mission, our team, and how we work to make policing in Seattle more accountable.

### Who we are and what we do

OPA is a civilian-led agency and is made up of both civilian employees and supervisors, as well as SPD Sergeant Detectives. This means the agency uses a mix of staff with law-enforcement experience and staff who come from civilian backgrounds. In total, OPA has 31 positions, which are sometimes called “pockets.” These positions are made up of 22 civilian employees and 9 SPD sergeants who work together to investigate complaints and help make sure accountability processes are thorough, objective, and timely.

OPA works separately from SPD, even though it is housed within the department. This setup gives us full and immediate access to SPD information, evidence, and staff so we can complete investigations thoroughly, objectively and on time.

OPA also has two Public Disclosure Officers (PDOs) who ensure transparency and timely compliance with legal process. This work includes responding to Public Disclosure Requests, subpoenas, and legal discovery requests. In 2025, OPA’s PDOs responded to 341 requests of all categories.

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*To date, OPA has 9 positions for sworn employees, and 22 for civilians. This includes 4 civilian investigators.*

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### Core Functions

OPA's core functions include several tasks that contribute to the police accountability system, such as:

- Receiving, reviewing, and investigating complaints about possible SPD employee misconduct.
- Helping the community to understand the police accountability process, and OPA’s complaint process.
- Dialoguing with the community to become better informed.
- Finding areas where SPD can improve policies and Management Action Recommendations (MARS).
- Working to reduce SPD employee misconduct.

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# Mission, Vision, Values

## Mission

To ensure the actions of Seattle Police Department employees comply with law and policy by conducting thorough, objective, and timely investigations, recommending improvements to policies and training, and engaging in collaborative initiatives that promote systemic advancements.

## Vision

To safeguard a culture of accountability within the Seattle Police Department.

## Values

### Independence

- Make decisions based on consistent application of facts, policies, and laws.
- Maintain neutrality and exercising impartial judgment.
- Ensure all viewpoints are heard and respected.

### Transparency

- Maintain honest and open communication with all stakeholders.
- Communicate process, reasoning, and conclusions.
- Remain accountable to vision, mission, and values, both internally and externally.

### Collaboration

- Build meaningful and cooperative working relationships.
- Solicit and valuing the community's perspective and expertise.
- Work with systems partners to advance accountability and improve SPD policies and training.

### Innovation

- Set the national standard for police oversight agencies.
- Explore ways to improve processes and services.
- Use data and research to drive decision-making.

## Seattle's Police Accountability System

On June 1, 2017, Seattle City Council passed Ordinance 125315 to overhaul Seattle's police accountability system. The legislation implemented a three-pronged oversight system for police oversight:

1. The Office of Police Accountability (OPA)
2. The Community Police Commission (CPC)
3. The Office of Inspector General (OIG)

### Seattle Police Accountability Partners



OIG and CPC are entirely staffed by civilians. These groups work together with OPA in various ways to build public trust in SPD and ensure accountability. As an independent civilian agency, OIG also reviews OPA's work to ensure complaints are handled thoroughly, objectively, and timely. To learn about OIG, visit [www.seattle.gov/oig](http://www.seattle.gov/oig). For more information about CPC, visit [www.seattle.gov/community-police-commission](http://www.seattle.gov/community-police-commission).

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# Complaints

## Who Can File a Complaint

Anyone can file a complaint, even if they don't want to give their name. If the complaint is anonymous it should include as many details as possible, such as text messages, photos, videos, or social media posts, to help OPA look into the complaint. If you want to stay anonymous, do not tell OPA your name or other identifying information. Complaints can also come from people who saw what happened (a witness), or from other organizations reporting on behalf of someone else. Complaints can also come internally from SPD staff.

## Five Ways to File a Complaint With OPA

1. Fill out a form on the [OPA website](#).
2. Visit us Monday–Thursday, 9:00 AM to 4:00 PM, we ask that you schedule an appointment in advance.
3. Email [opa@seattle.gov](mailto:opa@seattle.gov) - available seven days a week, 24 hours a day.
4. Call (206) 684-8797.
5. Send a letter to:  
P.O. Box 34986  
Seattle, WA 98124-4986  
or Fax it to: (206) 233-7907

You can also tell your concerns to a Seattle City Councilmember, SPD, or the Office of Inspector General (OIG), and they will forward the complaint to OPA. Note: If it is not a policy violation, SPD and OIG may not forward the communication to us.

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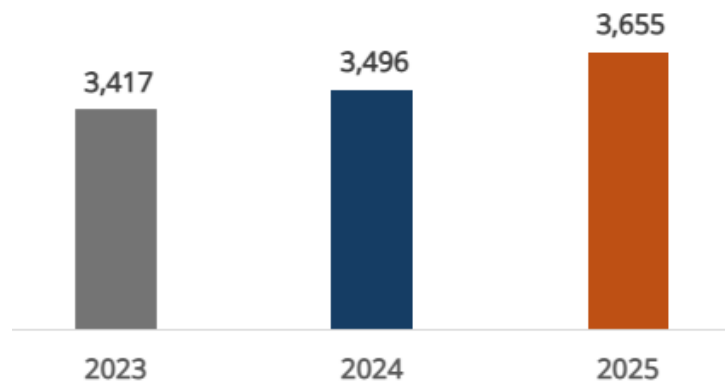
*When you file a complaint, OPA records it in its database and sends you a notice to let you know it was received. This notice will include a case number.*

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## Contacts Received

Each business day, OPA records all the contacts it receives. If the person includes their contact information, OPA sends them a confirmation message to let them know their communication was received. Every email, phone call, online form, letter, in-person visit, or forwarded message is counted as a “contact.” That’s because not all messages are actual complaints about Seattle police officers or employees. Some might be reports of crime in a neighborhood, messages from people in crisis, public records requests, or concerns about 911 dispatch or other police departments outside Seattle. These types of contacts fall outside of OPA’s jurisdiction. In 2025, OPA received 3,655 contacts.

### Total Number of Contacts Received (2023-2025)

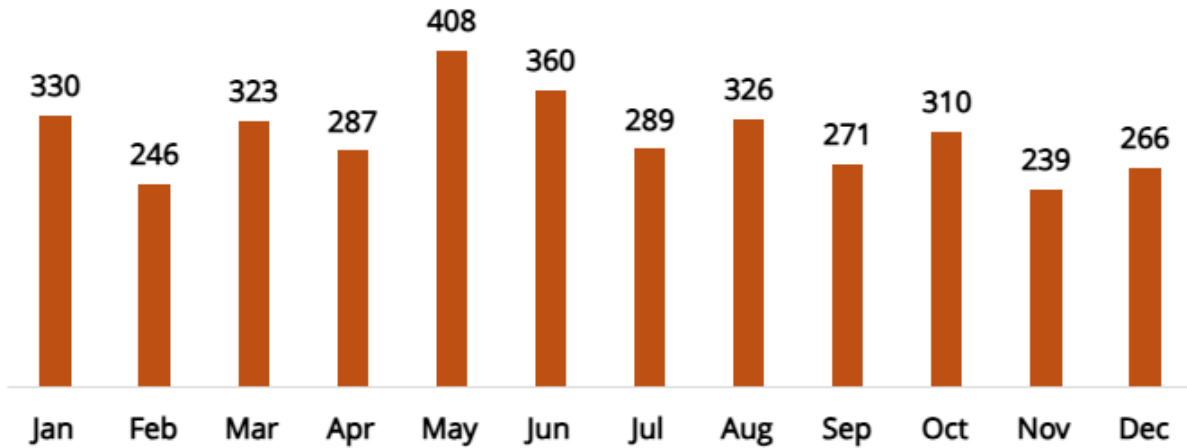


*19% of the overall Contacts OPA received in 2025 were unrelated to SPD misconduct allegations.*

#### **Contacts that were unrelated to SPD misconduct included:**

- 396 contacts were categorized as repetitive, duplicative, or harassing to OPA staff.
- 231 were logged as crime reporting for incidents such as neighbor noise complaints, stolen items, or something similar.
- 33 in total were sent to SPD and OPA public disclosure units.
- 31 were referred to CARE/911 Dispatch.
- 11 were referred to King County’s Office of Law Enforcement Oversight (OLEO).
- 4 were positive recognitions for Seattle Police Officers.
- 3 were referred to the Crisis Response Team (CRT).

### Total Number of Contacts Per Month (2025)



#### Why Contacts May be Contact Logged

If the initial review (which sometimes includes a recorded interview with the complainant) shows that the complaint isn't about an SPD employee or potential policy violation, OPA logs it into the system as a contact log and then closes the case. If the contact could be addressed by another agency it is forwarded to the appropriate agency, such as the King County Jail, the Sheriff's Office, 911 Dispatch/CARE Unit, or another city's investigations department.

A case may also be closed as a contact log for several reasons, including:

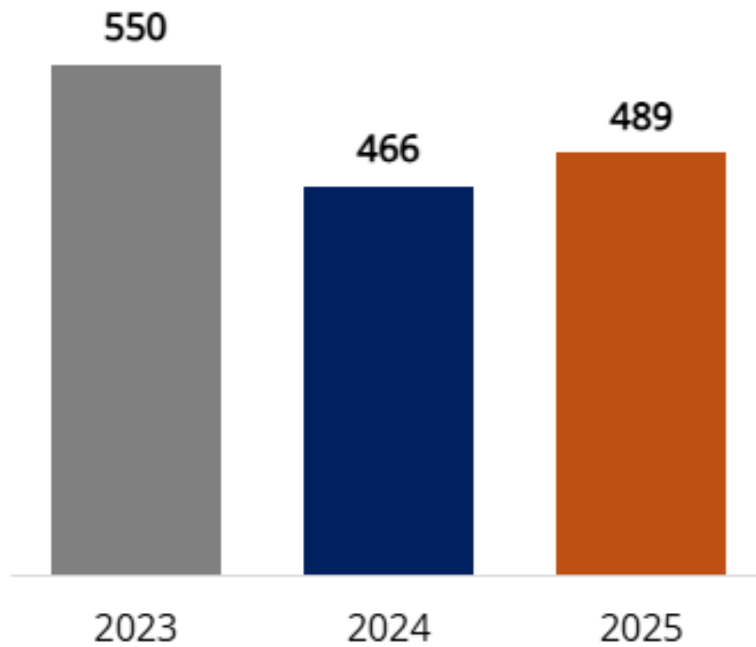
- There was no SPD policy violation.
- Clearly implausible claims were made.
- OPA received insufficient information to proceed with the investigation.
- The complaint was already investigated by OPA or OIG.

If OPA determines that an investigation is necessary, investigators collect preliminary evidence by reviewing documents and videos and interviewing the complainant when possible. An intake investigation and classification of the complaint will be completed within 30 days after it is received. See [OPA Manual Section 5.4 - Classification \(B\)\(i\)](#).

## Cases

In 2025, OPA opened 489 cases, which is a 4.9% increase since 2024.

### Total Number of Cases Opened Each Year (2023-2025)

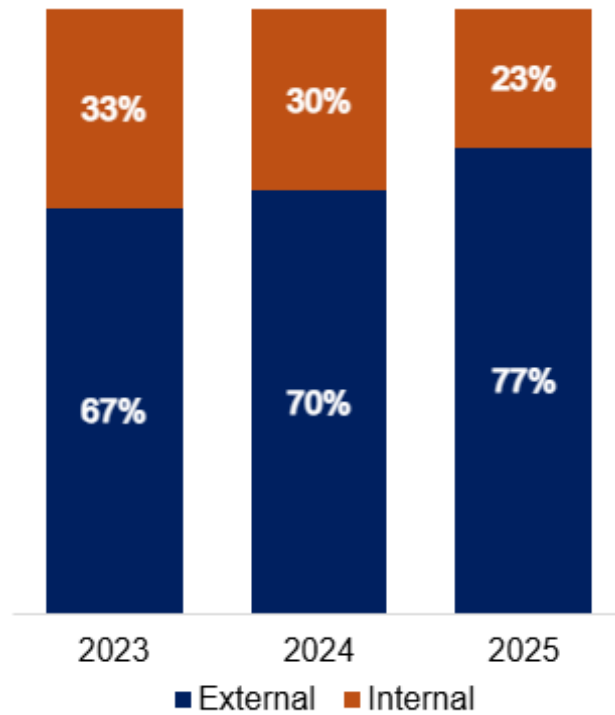


## Complaint Sources

Most of the cases opened in 2025 (77%) came from community members filing complaints. The remaining 23% were submitted by employees of SPD or other City of Seattle staff. A small number came from other places, including:

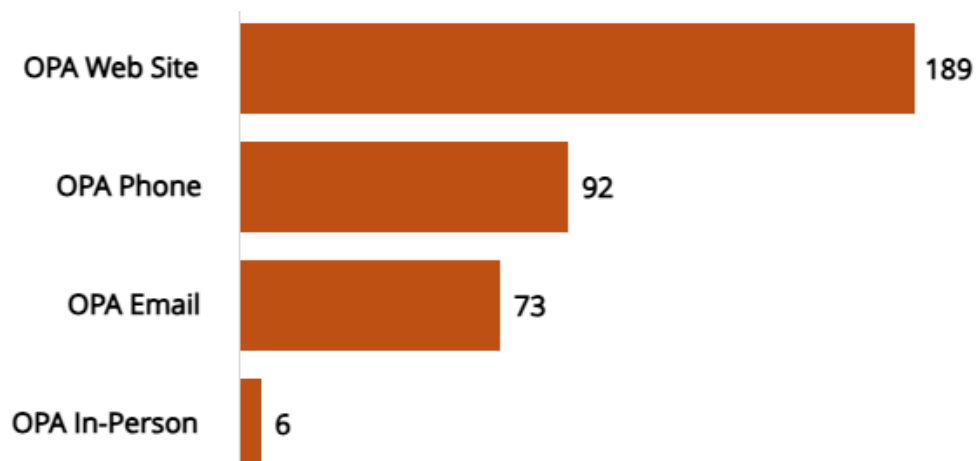
- SPD filing a complaint on someone's behalf – 104 cases
- Unknown source – 12 cases
- Cases forwarded by SPD – 9 cases
- Third-party organizations like advocates, hospitals, or nonprofits – 3 cases
- City claims – 1 case

### Source of Complaints for Cases Opened (2025)



*Most external complaints were submitted through OPA's online web complaint form in 2025.*

### External Filing Methods Used (2025)



## Complainant Demographics

OPA reviews complainant demographics to track police accountability trends and ensure complaints are processed thoroughly, objectively, and on time. The process is meant to be safe. Individuals filing a complaint, either in person or online, have the option to self-identify their race and gender. This means you can choose to share your race and gender, but you won't ever be asked about your immigration status. You also don't have to talk to the employee the complaint is about. See *OPA Manual, Section C (II), Personally Identifiable Information*.

### Complainant Demographics by Race/Ethnicity (2023-2025)

Race	2023	2024	2025
White	52%	52%	47%
Black	29%	27%	35%
Asian	8%	8%	7%
2 or More	4%	6%	7%
His/Latino	3%	6%	3%
Native American	2%	0%	1%
Other	2%	2%	0%

If an SPD employee files a complaint on behalf of a community member, they may include the complainant's demographic information. Additionally, during the intake investigation, OPA investigators ask whether complainants would like to disclose their race and preferred gender pronouns. Providing this information is always voluntary.

### Complainant Demographics by Gender (2025)

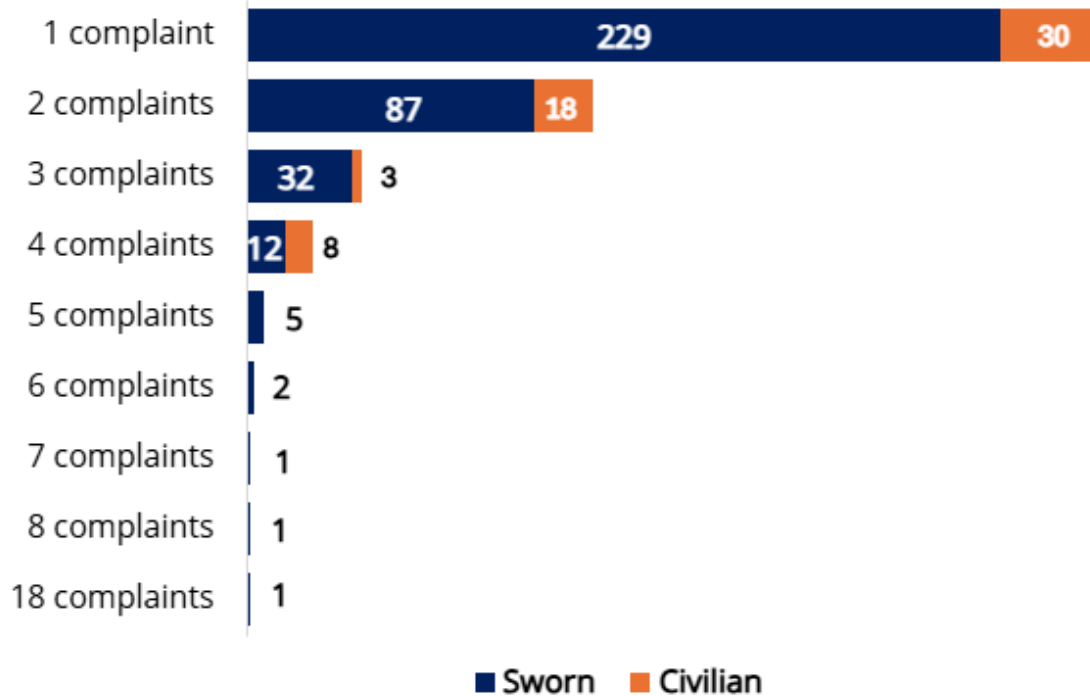
- Not Disclosed/Other –191
- Male – 131
- Female – 96
- **Grand Total – 418**

To protect people's privacy, the "Not Disclosed/Other" category combines several gender identities—Non-binary, Transgender Female, Transgender Male, and people who did not disclose their gender. Grouping these together makes sure no one can be identified, even indirectly, when the data is compared with other publicly available information.

## SPD Employee Demographics

In 2025, 412 SPD employees had at least one complaint filed against them. Most of these employees—370 in total—were sworn officers. Another 41 were civilian staff, and one was a student officer. Altogether, 153 employees (both sworn and civilian) were named in more than one complaint.

### Number of Complaints Received by SPD Employees (2025)



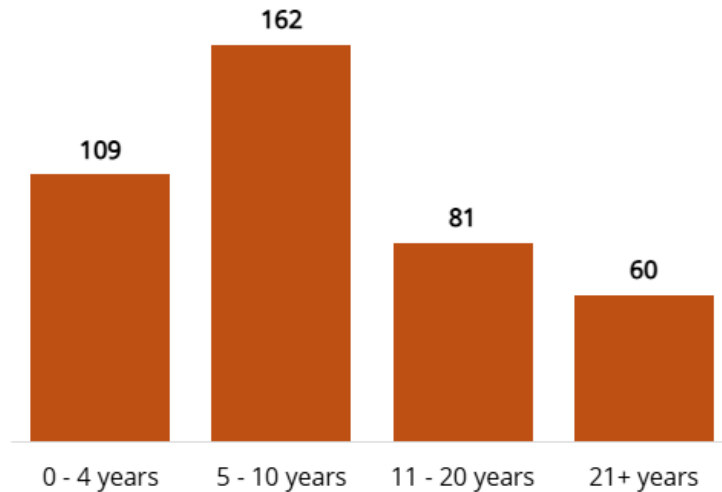
### Race/Ethnicity of SPD Employees Named in Complaints (2023-2025)

Race	2023	2024	2025
White	61%	60%	57%
Black/African American	9%	9%	11%
2 or More	8%	9%	9%
Asian	6%	9%	8%
Hispanic/Latino	9%	8%	7%
Not Specified	6%	4%	6%
American Indian	1%	1%	1%

**Gender of SPD Employees Who Received Complaints (2025)**

- Male – 351
- Female – 59
- Blank – 2
- **Grand Total – 412**

**Complaints Received by Number of Years Employed at SPD (2025)**



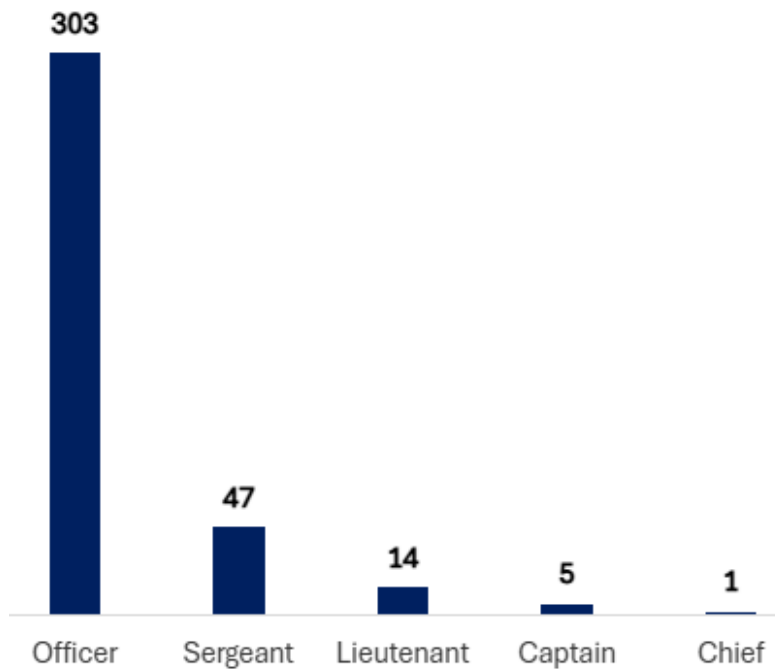
*Employees with 10+ years of policing experience generally receive fewer complaints.*

OPA is also able to track complaints by SPD precinct. Most complaints of alleged misconduct come from the West Precinct, which includes Downtown, South Lake Union, Queen Anne, and Magnolia. This trend aligns with historical data, as the West Precinct consistently receives the highest number of complaints. The data below represents the number of intakes opened by OPA that had a location recorded and entered by OPA staff. A large number of complaints refer to incidents that took place at SPD facilities around the city, or were not attached to a singular “incident” with a time and place.

**Incident Locations by Precinct (2025)**

- West – 41
- East – 39
- North – 35
- South – 22
- Southwest – 14
- Outside of Seattle – 10

**Service Seniority Distributions of Named Employees who appear in one or more OPA cases (2025)**



\*Note: There may be overlaps due to changes in rank in 2025.

## Chief of Police Complaints

In 2025, Seattle’s City Council revised the Chief of Police Ordinance (local law) outlining how complaints against the Chief of Police would be investigated. Cases involving the Chief of Police follow a different process and do not have to be completed within the usual 180-day timeframe imposed on other investigations through collective bargaining.

OPA received 18 misconduct complaints involving the current Chief of Police and one involving a previous Chief. Because the updated Chief of Police Ordinance requires OPA to formally open every complaint—regardless of the nature or credibility of the allegation—the total number of complaints can appear elevated. Many of these complaints do not involve actual policy violations or actionable information. To review the Chief of Police Ordinance, [click here](#).

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*Of the 18 complaints about the current Chief, 15 were ultimately classified as Contact Logs.*

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## Allegations

Nearly all plausible allegations of misconduct by an SPD employee move forward for a review and classification. OPA supervisors determine which SPD policies—if any—may have been violated based on the complaint. Over the last three years, Professionalism, Bias-free Policing and Force-Use have remained the top three allegations. This is consistent with longer historical trends. Note: some cases may have multiple allegations of misconduct.

For example, SPD’s policy for unprofessionalism includes behavior that undermines public trust, including using profanity as an insult. Allegations that fall under the “Investigations and Reports” category often involve claims that an SPD employee didn’t complete a required report or didn’t do a proper job investigating a case.

### Allegations by Type (2025)



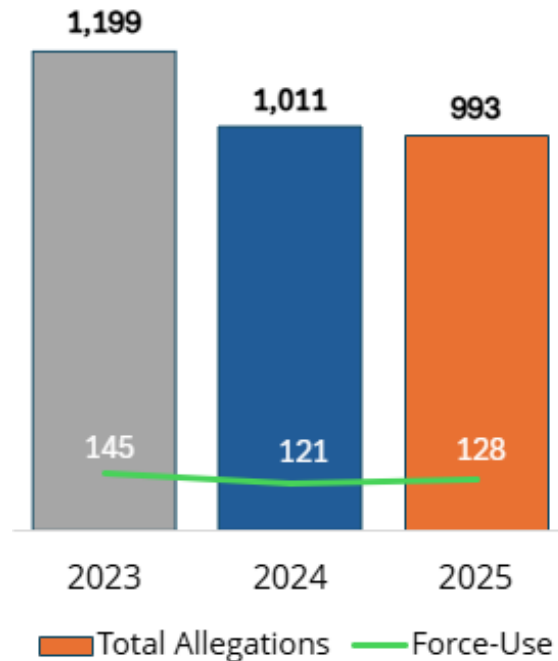
The category “All Other Allegations” includes Supervisory Responsibility, Equipment and Uniform, Timekeeping and Payroll, Tickets and Traffic Contact Reports, Bias (Investigation and Reporting), Obedience to Orders, Information and Communications Systems, Secondary Employment, Crisis Intervention, Duty to Provide Identification, Social Media, Service Quality, Self-reporting Obligations, Courtesy and Demeanor, and Confidentiality.

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*There were 171 Professionalism allegations made in 2025, which is about 17% of all allegations (993).*

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### Use of Force Allegations by Year (2023-2025)



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*There were 128 Use of Force allegations in 2025, which is a 5.8% increase compared to the previous year.*

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## Classifications

After reviewing a complaint, OPA must decide whether if proven true, the complaint would break SPD policy or training or even break the law. All complaints are classified, even if their classification is “contact log.” This process is called classification, which puts the complaint into one of the categories below:

### **Contact Log**

A case may be classified as a Contact Log if one of these is true:

1. The complaint does not involve a potential violation of SPD policy.
2. There isn't enough information to continue with an investigation.
3. The complaint was filed too late; usually more than four years after the incident happened.
4. OPA or the Office of Inspector General (OIG) has already reviewed or made a decision about this complaint.
5. The complaint describes something that is unrealistic or impossible, and there is no other sign that any wrongdoing happened.

### **Supervisor Action**

If the complaint is about a small policy violation or a job performance issue, the employee's supervisor usually takes care of it through a Supervisor Action. They might give feedback, extra training, or coaching. OPA sends the supervisor a memo with instructions and the supervisor has 15 days to finish the steps and let OPA know they have been completed. If needed, they can ask for more time. Complaints about serious issues—like excessive force, biased policing, or breaking the law—are not handled this way.

### **Investigation**

This happens when the complaint is about an SPD policy violation or something that OPA must look into. In these cases, OPA does a full investigation. This might include watching body-worn video if available. Investigators may also talk to other people involved or who saw what happened. When the investigation is done, OPA shares what they learned with the Chief of Police. The employee could face formal discipline depending on the investigation.

### **Expedited Investigation**

This happens when the complaint is about certain serious SPD policy violations or accusations that OPA must look into. If OPA and OIG agree that there is already enough information from the first review, they may decide that further investigation is not needed. In these cases, OPA usually does not talk to the officer named in the complaint but might talk to other employees who saw what happened. By union rules, if OPA doesn't interview the officer, they cannot be found to have broken the rules.

**Expedited Investigations may be used if:**

- The evidence shows the named employee didn’t do anything wrong.
- The issue was small and OPA thinks training is the best response.
- The issue seems minor, but it shows a bigger problem with SPD’s rules or training that needs to be fixed, and OPA may make suggestions for change.

**Cases by Classification Type**

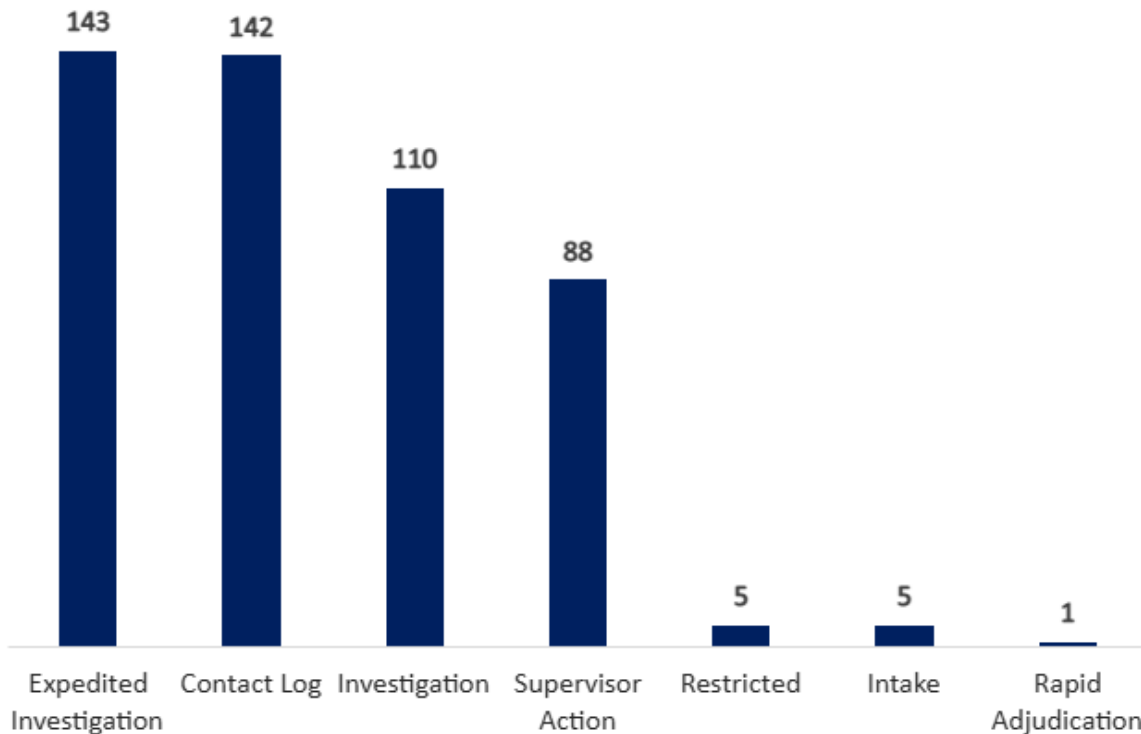
The graph below shows the number of OPA cases by classification type. It is important to note that they include complaints involving the Chief of Police, which has an impact on the overall numbers.

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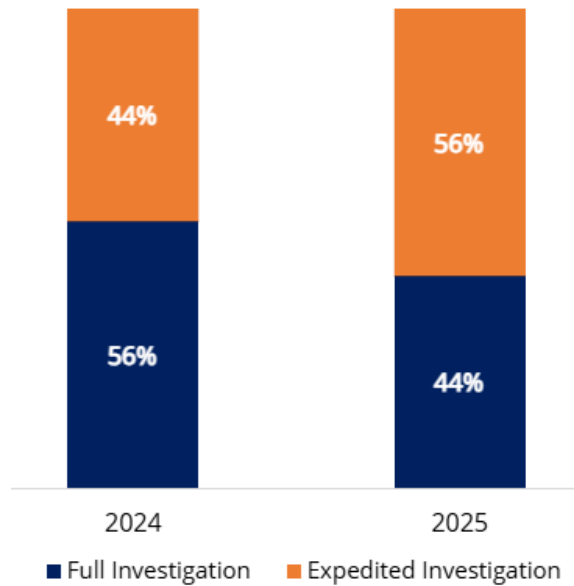
*Cases marked as “Restricted” indicate active criminal referrals at the time of this report.*

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**Number of Cases by Classification Type (2025)**



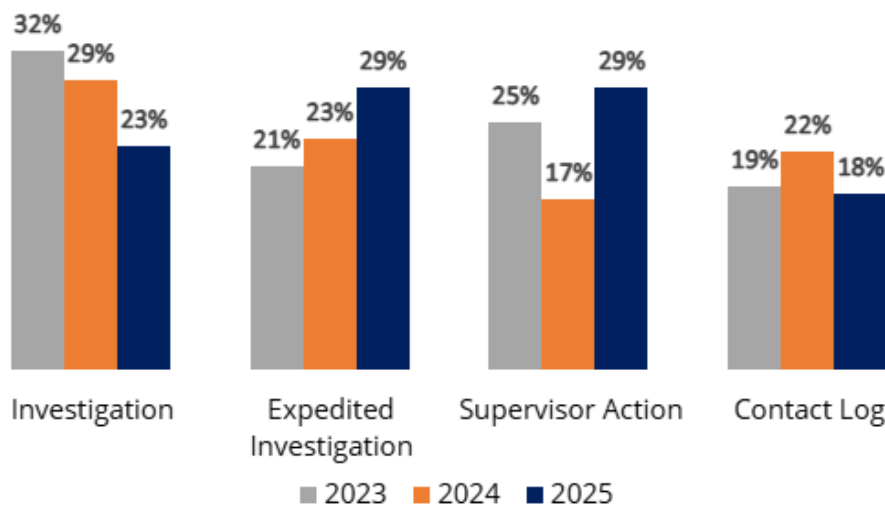
### Full vs. Expedited Investigations by Year (2024-2025)



## Investigations

If OPA decides a complaint needs a full investigation, they choose an investigator to look into it. When they can, the same person who first looked at the complaint will keep working on it. The investigator will collect more information and talk to the employee named in the complaint, as well as the complainant, when possible, and any witnesses. OPA tries to finish the investigation in 120 days.

### Investigation Classification Types by Year Comparison (2023-2025)



## Timeliness

Under the Seattle Police Officers Guild (SPOG) and Seattle Police Management Association (SPMA) labor agreements and Accountability Ordinance, OPA usually has 180 days to finish an investigation after it starts or receives a complaint. To make sure investigations stay on schedule, OPA may start counting days from the date the incident happened, even if the complaint comes in later.

In 2025, the Office of Inspector General (OIG) found that OPA completed thorough, objective, and timely investigations in 96.9% of cases, compared to 95% in 2024. OIG partially certified 247 individual investigations. Of these, seven received partial certifications and one null certification. To read OIG’s 2025 annual report, [click here](#).

For more details about investigation timelines, you can look at the SPOG and SPMA agreements, which are linked on OPA’s website: [seattle.gov/opa/policy/guiding-documents](https://seattle.gov/opa/policy/guiding-documents)

## Findings

After the investigation is done, the OPA Director—or designee—looks at all the case information and makes a decision about each part of the complaint. They decide if it’s more likely than not (more than 50% likely) that the employee broke a policy or the law.

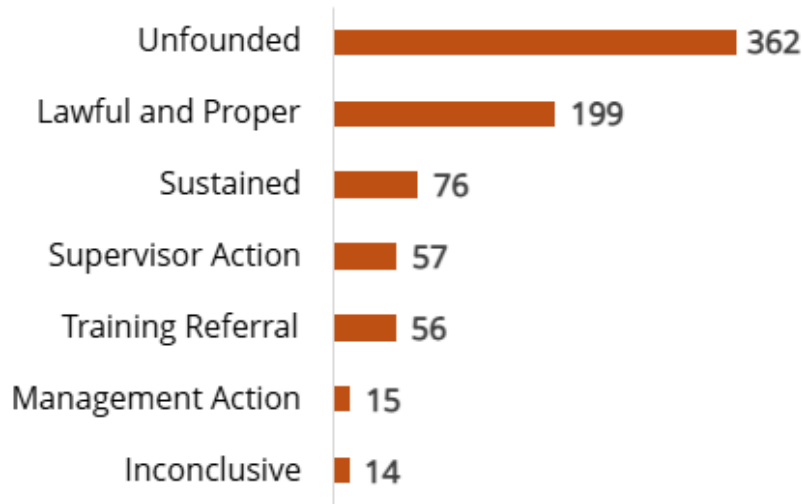
If the evidence shows the employee did break a policy, the finding is called “sustained.” The Chief of Police then decides what consequence the employee should get. No cases were overturned by the Chief of Police in 2025 (compared to 3 in 2024).

### Definition of Findings

If the evidence doesn’t support the complaint, or if it’s a small issue that can be fixed with training, the finding is called “not sustained” for one of these reasons:

- **Unfounded:** The evidence shows that misconduct didn’t happen as it was described, or at all.
- **Lawful and Proper:** The evidence shows the employee did what they were accused of, but it was allowed under SPD policy.
- **Inconclusive:** There isn’t enough evidence to know if it did or didn’t happen.
- **Training Referral:** The employee may have made a small or unintentional mistake, so their supervisor will give them more training.
- **Management Action:** The employee may have gone against policy, but the bigger issue seems to be unclear policy or training gaps. OPA may recommend changes to SPD to fix that.

### Allegation Findings by Type (2025)



In 2025, OPA issued findings for 241 cases, and 76 allegations were sustained across 46 of those cases.

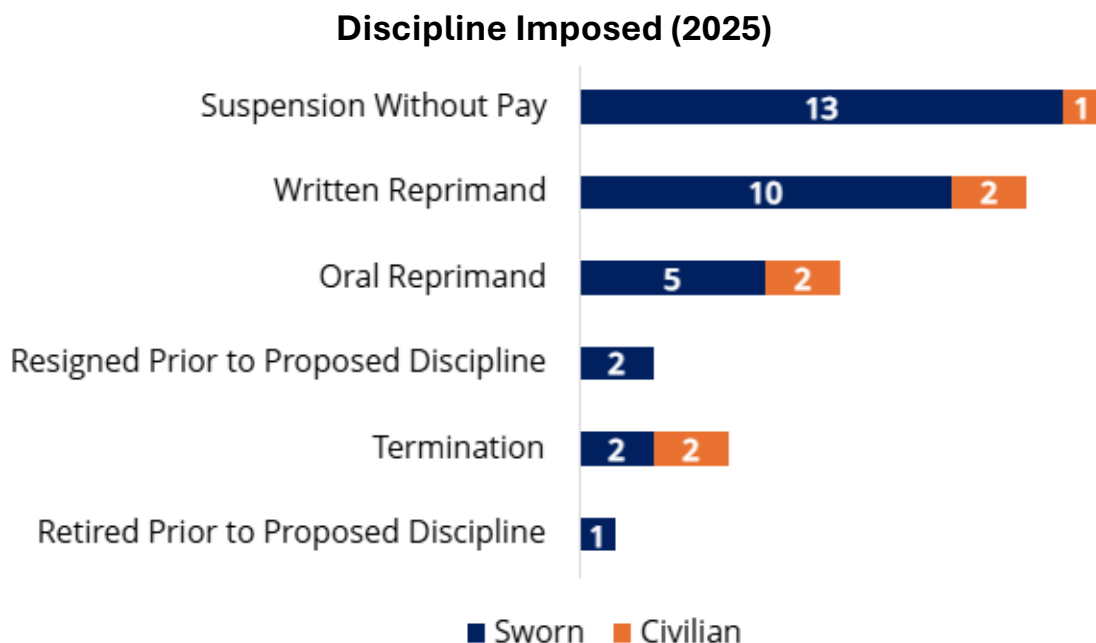
### Allegation Findings by Detail (2025)

Allegation	Not Sustained	Supervisor Action	Sustained	Grand Total
Professionalism	84	7	18	109
Investigations and Reports	38	4	9	51
Conformance to Law	27		7	34
Integrity and Ethics	21		7	28
Vehicle Operation	8		6	14
Stops, Detentions and Arrests	88	2	5	95
Video and Audio Recording	17	22	5	44
Force - De-Escalation	18		4	22
Search and Seizure	35		3	38
Force - Use	118		2	120
Administrative Procedures and Requirements	6	8	2	16
Obedience to Orders	2		2	4
Information and Communications Systems	3	1	2	6
Retaliation and Harassment	7		1	8
Timekeeping and Payroll	4		1	5
Discretion and Authority	15	4	1	20
Performance of Duty	3	1	1	5
<b>Total</b>	<b>494</b>	<b>49</b>	<b>76</b>	<b>619</b>

## Discipline

If the OPA Director decides that one or more allegations should be sustained (meaning the SPD employee violated policy), here’s what happens next:

1. OPA shares its findings with the named employee’s supervisors, and they all meet for a discipline meeting to discuss the case. They may not always agree with OPA’s conclusions or recommended discipline. The Chief of Police makes the final decision.
2. The named employee and their union receive a document called a Proposed Disciplinary Action Report (DAR) from the SPD HR director. This report explains the findings and the range of discipline being recommended.
3. If the recommended discipline is only an oral or written reprimand, that reprimand is given directly by the employee’s supervisors, and the process ends.
4. If more serious discipline is being considered, the employee can request a hearing called a “Loudermill.” This is a chance for the employee to speak directly with the Chief of Police and respond to the recommended findings and proposed discipline.
5. After that, the final decision is made, and any discipline is carried out.



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## Discipline Types/Definitions

For each sustained finding, the Chief of Police has the following options:

- **No Discipline**  
No formal discipline is imposed. The employee receives a closing letter.
- **Oral Reprimand**  
A reprimand is administered by the employee's chain of command to explain how their conduct violated a policy. As with all discipline, the goal is to correct the behavior and ensure it does not happen again.
- **Written Reprimand**  
Written reprimands are generally imposed for higher levels of misconduct or when aggravating factors make an oral reprimand inappropriate. This is the final corrective step before a higher level of discipline.
- **Suspension**  
The employee is required to forgo work and sometimes pay. Suspensions are generally imposed when the misconduct is severe enough that an oral or written reprimand would be too lenient to ensure the behavior will be corrected. Suspensions are given in 9-hour increments up to 270 hours.
- **Termination**  
An employee is dismissed from their employment.
- **Other**  
Includes demotions, reassignments, training, or other disciplinary actions not otherwise noted.

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*Some employees resign or retire before  
discipline is imposed.*

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## Appeals

If an employee is disciplined by the Chief of Police after an OPA investigation, they have the right to an appeal, which means they can challenge the decision. The rules for how appeals work are based on union contracts (called collective bargaining agreements or CBAs) and the City of Seattle’s personnel policies.

Officers who are a part of a union can appeal disciplinary actions such as written reprimands in their files, being suspended, demoted, or fired.

The current CBA outlines two ways to appeal:

1. Through the Public Safety Civil Service Commission (PSCSC)
2. Through arbitration, where a neutral third party reviews the case and makes a decision.

However, officers can’t use both options, they must pick one.

There is still a disagreement between the City and the Seattle Police Officers’ Guild about whether oral reprimands (the lowest level of formal discipline) can be appealed. This issue hasn’t been resolved yet. For now, those appeals are still shown in the records for transparency.

Discipline takes effect as soon as it is given. The Seattle Police Department does not wait for the appeal process to finish before enforcing it.

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*In 2025, nine appeals were filed. Eight of them challenged terminations, and one challenged a written reprimand. Of the nine appeals, eight went to arbitration and one was filed with the PSCSC.*

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There are currently 118 active appeals, 116 of which are awaiting arbitration. Overall, about 77% of appeals filed between 2017 and 2025 went through the arbitration process.

Appeals are subject to change. This data was effective as of March 31, 2026. To learn more about disciplinary appeals, visit: [www.seattle.gov/opa/case-data/disciplinary-appeals](http://www.seattle.gov/opa/case-data/disciplinary-appeals).

## Policy & Programs

Our programs share information about OPA and make connections. They also support open conversation, help resolve complaints, and make sure cases are handled quickly.

### Alternatives to Investigation

When applicable, complaints may be handled through an alternative dispute resolution method, such as an Unsubstantiated Misconduct Screening (UMS), Mediation, or Rapid Adjudication.

#### Unsubstantiated Misconduct Screening

If a complaint can be clearly disproved by evidence, the chain of command can investigate and document it, then screen it with OPA via email. The OPA Director (or their designee) then reviews the information and any relevant video to decide if the complaint is fully disproved or if it needs to be formally submitted to OPA.

Allegations that can be screened this way usually include things like excessive force, law violations, sexual assault, or unlawful search and seizure. Cases that don't have full video evidence or have complex fact patterns usually don't qualify. Bias complaints should go through a Bias Review or be sent to OPA as a formal complaint. ***In 2025, there were 113 UMS screenings, which resulted in 14 intakes.***

#### Mediation

This program gives community members and Seattle Police Department employees a chance to talk about a conflict they had. This is done with the help of a neutral, third-party person called a mediator. It is a voluntary, private experience where the people involved work together to reach an understanding. OPA decides which cases can go to mediation based on certain criteria, and is often used for issues like professionalism, bias, or miscommunication. The goals of mediation are:

- To help participants understand each other by listening and talking, not by deciding who is guilty or innocent.
- Find the main reasons for the conflict and discover factors that led to the complaint.
- Stop similar problems from happening in the future.

***In 2025, OPA had one referral for mediation. OPA staff did support a mediation for SPD's Equal Opportunity Office that involved SPD employees.***

At the end of February 2025, OPA finished an informational video about mediation and shared it out with stakeholders and the community, bringing visibility to our mediation program. OPA hopes the video will help to grow interest in the program for 2026 and beyond.

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## Rapid Adjudication

Rapid Adjudication (RA) is a special program created through an agreement between the Seattle Police Department (SPD) and the unions that represent SPD officers. It gives officers a chance to take responsibility when they break department policy. Instead of going through a full investigation, the officer agrees to a set discipline ahead of time. This process helps resolve cases faster for everyone involved; the person who made the complaint, the officer, and the Office of Police Accountability (OPA) while still holding officers accountable. OPA had one case classified as an RA in 2025, which ultimately had sustained findings.

### Goals of Rapid Adjudication:

- Encourage a culture where officers take responsibility for their actions.
- Solve complaints quickly for everyone involved.
- Reduce the number of appeals and delays.
- Allow the Office of Police Accountability (OPA) to spend more time on serious cases.

## Case Selection & Oversight

Rapid Adjudication (RA) can be suggested by OPA or requested by the SPD employee. OPA leadership reviews the case to make sure all the facts are clear and that the alleged misconduct is eligible for RA. After that, OPA asks for feedback from the Office of Inspector General (OIG). If the case still looks suitable, it is sent to the Chief of Police for the final decision. Having both offices review the case helps make sure the process is fair and thorough.

The following types of allegations cannot be handled through Rapid Adjudication (RA):

- Criminal Violations
- Dishonesty
- Force
- Bias
- Insubordination
- Failure to report serious policy violations to OPA
- Intentional or reckless violation of policy
- Retaliation
- Failure to cooperate in an internal investigation
- Any case that includes an Equal Employment Opportunity, Force Review Board, or Force Investigation Team investigation

## Bias Reviews

When there are allegations of biased policing, SPD officers must call a supervisor to the scene. The supervisor conducts a Bias Review, which is a preliminary investigation into the claim. The supervisor must try to interview the person making the complaint, any witnesses, and review body-worn and in-car videos. If the community member doesn't want to file a complaint with OPA and the supervisor finds no misconduct, the supervisor writes up their findings in a Bias Review report. OPA's director (or their designee) carefully looks over the report to decide if the allegation should be investigated by OPA. If not, the Bias Review is closed. The Office of Inspector General (OIG) audits OPA's Bias Review decisions. In 2025, OPA conducted 68 bias reviews for new cases opened that year. OPA also completed 115 additional bias reviews that remained open from a previous director's tenure.

## City Crowd Management Ordinance

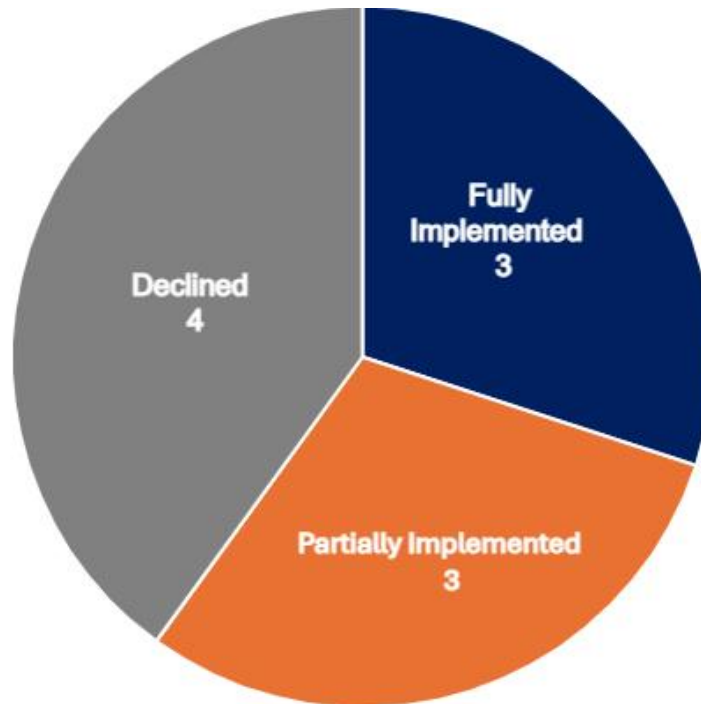
In February 2025, the City of Seattle adopted an ordinance updating crowd management guidelines for SPD. This legislation finalized one of the last items that needed to be addressed before the end of the federal consent decree. The ordinance required SPD to create a crowd management policy outlining City values like the freedom of speech and peaceable assembly, SPD collaboration to keep the peace during these events, and certain limitations on the use of less lethal tools for crowd management. See City of Seattle, Ordinance 127182, Council Bill 120916 (2025). SPD—in consultation with OPA, OIG, CPC, and other stakeholders—finalized a revised crowd management police on June 12, 2025. See SPD Manual 14.090.

## Management Action Recommendations (MARS)

During an investigation, OPA may find gaps within SPD's policies or practices. When this happens, OPA can send a letter to the Chief of Police called a Management Action Recommendation (MAR) that suggests changes to SPD policy. It is meant to close gaps, bring clarity to certain policies, or address other concerns in SPD's policies or training. SPD does not have to follow OPA's suggestions, but they usually work together to try to find solutions.

**In 2025, OPA issued a total of 17 management action recommendations.** SPD has up to 180 days to respond. As of this report's data review (April 6, 2026) ten of the recommendations have already been responded to as either fully implemented, partially implemented, or declined, while 7 of the recommendations are still open, meaning active or in development. *See Appendix A for 2025 Management Action Recommendations and their implementation statuses.*

### Percentage of Completed MARS Issued (2025)



#### **MARS Status Definitions:**

##### **Active**

SPD is reviewing the recommendation and will let OPA know when the action is finished.

##### **In Progress**

SPD has shared a plan with OPA to address the recommendation. The MAR is still open.

##### **Partially Implemented**

SPD made some of the recommended changes and explained why they did not make the others. OPA considers the MAR complete.

##### **Fully Implemented**

SPD made all the recommended changes. OPA considers the MAR complete.

##### **Declined Action**

SPD explained why they did not make any changes. Reasons may include feasibility, legal requirements, policy, and/or a difference of opinion. OPA considers the MAR complete.

See MAR statuses at: [www.seattle.gov/opa/policy/policy-recommendations](http://www.seattle.gov/opa/policy/policy-recommendations)

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## Other OPA Functions

### Monitoring Serious Incidents

The SPD Manual requires officers' use of force to be documented and investigated. The most serious category of these is where an officer uses deadly force—such as by shooting their firearm at a person—or uses force that causes, or is reasonably expected to cause, great bodily harm, substantial bodily harm, or loss of consciousness. SPD's Force Investigation Team (FIT) investigates all of these most serious incidents. OPA observes all FIT investigations, including officer-involved shootings. When these incidents happen, OPA may go to the scene to observe how the situation is handled and how the administrative investigation is done. This type of investigation looks into whether the officer followed Seattle Police Department policy and training. If OPA identifies a possible policy violation, it can initiate a complaint at any time. These types of incidents, called FIT callouts, take more time and resources to handle.

The process for investigating these incidents changed after the consent decree ended. While the consent decree was in effect, FIT was the principal entity that investigated these serious incidents. With the end of the Consent Decree, SPD now falls under the Washington State law requirements of Initiative 940, which requires all deadly use of force incidents to be criminally investigated by an uninvolved law enforcement agency. Now, uses of deadly force by SPD officers are now criminally investigated by the Independent Force Investigative Team of King County (IFIT KC). SPD FIT conducts a concurrent administrative investigation. Generally, OPA now attends the initial call out and administrative interviews for these incidents before it pauses (“tolls”) its administrative review. This ensures OPA's investigation does not interfere with the ongoing criminal investigation, and that OPA has access to sufficient evidence for its decisions.

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*In 2025 OPA screened 100% of  
the FIT callouts (18 total).*

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### Developing Frontline Investigation Process

In 2025, the City reached agreements with multiple unions representing SPD employees, most notably the Seattle Police Officers' Guild (SPOG). The new SPOG Collective Bargaining Agreement (CBA) included a number of changes affecting OPA's work. Importantly, the 180-day timeline was simplified, aligned file retention lengths with state

law, and allowed greater flexibility for OPA to assign potential termination cases to civilian investigators. The biggest change in the new SPOG CBA is a new structure for “Frontline Investigations,” now allowing SPD supervisors to investigate less-than-serious misconduct and issue up to a written reprimand, if warranted. This change will not go into effect until there are changes made to the SPD Manual. OPA, SPD, OIG, and stakeholders to include all SPD Unions and CPC are actively working to develop these policies during 2026.

### **Legislative Reviews**

During the 2025 state legislative session, OPA collaborated with the Seattle Office of Intergovernmental Relations (OIR) to provide feedback on various bills concerning policing and police accountability. OPA reviewed twenty-six different versions of bills affecting criminal justice, law enforcement oversight, and independent investigations.

### **SPD Employee Engagement**

Each year, OPA engages with SPD employees including roll call visits, ride-alongs, presentations for sergeants and recruits, Field Training Officer trainings, precinct visits, Force Review Board trainings and the “Before the Badge” program.

In 2025, OPA staff participated in:

- 12 Ride-alongs across all five SPD precincts
- 10 Before-the-Badge presentations
- 6 Patrol Tactics trainings
- 3 Field Training Officer presentations
- 2 Force Review Unit presentations
- 2 Post-BLEA POET courses
- 1 Sergeants’ School presentation
- 1 Taser10 training

## Community Engagement

A common theme OPA's Community Engagement team hears from community is that they want information about SPD and the complaint process to be easier to find, easier to understand, and more widely shared. OPA has found that community members consistently look for opportunities to learn through conversation, build relationships, and talk openly about police accountability.

Presentations such as *Introduction to the Office of Police Accountability, Know Your Rights*, and detailed reviews of closed cases create valuable chances for direct, informative dialogue. OPA has also heard requests for more support during the complaint process. In response, 2025 saw a dedicated Complaint Navigation and Community Outreach Specialist role filled. With this role OPA has been able to increase one-on-one support and deepen our engagement across the community.

Community Engagement staff—along with the director, investigators, and administrative team—work together to share information in new, accessible ways.

In 2025, OPA participated in:

- 46 Networking events
- 12 Tabling events
- 9 OPA Presentations given
- 9 Restorative Justice presentations given
- 5 New community partner relationships built
- Countless conversations with community members and accountability partners

### **City of Seattle Tribal Nations Summit**

On September 16, 2025, the City of Seattle hosted the 2<sup>nd</sup> Tribal Nations Summit where Mayor Harrell, 10 Tribal Nations, 4 urban Indian organizations, the Indigenous Advisory Council, 24 City departments, and the legislative branch convened to discuss shared priorities. It was a powerful day and a significant step toward strengthening government-to-government relations, upholding tribal sovereignty and treaty rights, and engaging in genuine conversation to build towards our commitments.

We are deeply grateful for the opportunity to participate in the summit. The room engaged in powerful, honest dialogue around culturally attuned services for the 40,000 Native people that call Seattle home. OPA has made a continued commitment to working with the Native community with respect, a willingness to learn, and listen to their needs and priorities regarding police accountability.



*Attending the City of Seattle Tribal Nations Summit from left to right: Serenna Duncan – OPA Complaint Navigation and Outreach Specialist, Nelson Leese – OPA Deputy Director and General Counsel, and Amanda DeFisher – OPA Project Manager.*

### **Seattle Public Safety Community Forum – Garfield**

In 2025, OPA participated in the Seattle Public Safety Community Forums across the city. These forums provide a valuable opportunity for residents to share their concerns, experiences, and perspectives on public safety.



*From Left to Right: Bonnie Glenn – OPA Director, Ted Howard – Accountability Officer for Seattle Public Schools, Adiam Emery – Interim Director for Seattle Department of Transportation, and Natalie Walton-Anderson – Chief Public Safety Officer, Office of the Mayor.*

### Juneteenth Event

On Monday June 16, 2025, OPA participated in the Juneteenth celebration hosted by the SouthEast Seattle Senior Center.



*OPA Complaint Navigation and Outreach Specialist, Serenna Duncan, chatting with community members about OPA's work.*

### **NAAM: "Every Month is Black History Month" Community Health and Resource Fair**

On April 12, 2025, OPA attended the "Every Month is Black History Month" Community Health and Resource Fair at the Northwest African American Museum (NAAM). Hosted in partnership with King County Public Health, the event brought together over 50 organizations offering free health clinics, resources, and information to the community.



*OPA Complaint Navigator and Outreach Specialist, Serenna Duncan, chatting with an attendee.*

## Building the Bridge Symposium: A Powerful Conversation on Accountability



*Dr. Ted Howard (Accountability Officer for Seattle Public Schools) engaging attendees and moderating the symposium.*

On December 11, 2025, the Bertha Knight Landes Room at Seattle City Hall filled with community members, local organizations, civic leaders, and city staff for a symposium focused on envisioning the future of police accountability in Seattle.

OPA acknowledges that change is not only facilitated by our office, but worked on together with the community. During the symposium OPA also honored Rev. Dr. Harriett Walden who is a leader, advocate, and has made a lasting impact on our community. Dr. Walden was presented with an award in recognition of her unwavering dedication and commitment to advancing police accountability. Her leadership and advocacy have made a lasting impact on our community.



*Rev. Dr. Harriett Walden*

We want to extend our heartfelt thanks to everyone who attended. Your presence and thoughtful engagement helped make this event a meaningful step forward in our shared commitment to transparency, trust, and transformation in police accountability.



*OPA Community Engagement Manager & Restorative Justice Specialist, Geneva Taylor, presenting on OPA and its accountability partners.*

The symposium featured a dynamic panel discussion and extended Q&A session with OPA Director Bonnie Glenn, who was joined by three distinguished leaders in our community:

- **Eci Ameh**, Executive Director of the Community Police Commission
- **Dominique Davis**, Founder & CEO of Community Passageways
- **Teri Rogers Kemp, Esq**, Community Advocate



*Panelists from left to right: Bonnie Glenn – OPA Director, Teri Rogers Kemp, Esq – Community Advocate, Eci Ameh – CPC Executive Director, and Dominique Davis – Community Passageways Founder & CEO*

The conversation was thoughtful, intense at times, and rich with insight. We are especially grateful to the community members who participated, asked challenging questions, and shared their perspectives.

An extra special thanks goes to Assistant Chief Tyrone Davis for volunteering to address specific questions about the Seattle Police Department’s engagement with the LGBTQ+ community, as well as the department’s evolving practices following the conclusion of the Consent Decree. We also want to thank Ted Howard, Accountability Officer for Seattle Public Schools, who served as the event’s moderator. His thoughtful guidance and skillful facilitation helped foster a trusted space for honest dialogue and meaningful exchange.

As we continue to build bridges, OPA remains committed to fostering open dialogue. Your voices are essential in shaping the future of police accountability in Seattle. Thank you for being part of this important journey.

### **Othello Park International Festival**

The summer of 2025 included one of our favorite events connecting with the Othello community! Community members and their families stopped by to learn more about OPA, pick up some fun swag. Events like this help bring important conversations into our neighborhoods.



*OPA Community Engagement Manager & Restorative Justice Specialist, Geneva Taylor, and Complaint Navigation and Outreach Specialist, Serenna Duncan*

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## Youth Art Contest

In spring 2026, OPA invited art submissions from Seattle youth ages 18 and under for a chance to be featured on the cover of OPA’s 2025 Annual Report. This year’s theme was “Police and community working together to create a better Seattle,” inspiring young artists to reflect on collaboration, connection, and community safety.

The winner, Emery K., Age 11, is a talented artist whose submission, “*Better Together*” is featured on the cover of this Annual Report.



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*Art Contest Winner, Emery K. with OPA Director, Bonnie Glenn, holding their winning cover design.*

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# Appendix A

## Management Action Recommendations\*

### 1. Topic: [Firearm Storage](#)

#### OPA Recommendation

Seattle Police Department should revise its policy to provide specific guidance for safely storing firearms in unattended vehicles.

#### Summary of SPD Action

The following language has been incorporated into policy 9.060: *“Sworn Employees are responsible for taking reasonable precautions to ensure that their department authorized firearms are safely stored. Sworn employees will store department-authorized firearms in such a manner as to prevent loss or access to prohibited or unauthorized persons. Note: Per RCW 9.41.010(39), safely storing firearms means the act of securing a firearm in a locked box, gun safe, or other secure locked storage space that is designed to prevent unauthorized use or discharge of firearm.”*

#### Status

[Fully Implemented](#)

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### 2. Topic: [Time, Place, or Manner Restrictions](#)

#### OPA Recommendation

SPD should revise its training on time, place, or manner restrictions to comply with 9<sup>th</sup> Circuit caselaw and consider using examples of heckler’s vetoes and authorized time, place, or manner restrictions in training.

#### Summary of SPD Action

Time, place, and manner restrictions are discussed during Commander’s Training and the establishment of protest zones during demonstration event planning to ensure there are no heckler’s vetoes. Mandatory training for Commander’s Crowd Management discusses legal considerations and provides examples.

#### Status

[Fully Implemented](#)

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### 3. Topic: [Employee Speech and Media Communications](#)

#### **OPA Recommendation**

Seattle Police should revise their Public Information policy to provide officers with guidance on their First Amendment rights and interaction with the media, including examples of restricted speech.

#### **Summary of SPD Action**

SPD believes public information policies are clear. It is not their intent to interfere with employees' freedom, privacy and liberties as private citizens.

#### **Status**

[Declined](#)

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### 4. Topic: [Executing Search Warrants and Money Handling](#)

#### **OPA Recommendation**

SPD should revise policy 7.010 to inform officers when they should collect high value property or cash for community caretaking. They should also evaluate considering requiring officers dressed in plain clothes to wear body cameras while executing a search warrant.

#### **Summary of SPD Action**

Active

#### **Status**

Active\*

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### 5. Topic: [Responsibilities of Employees Concerning Alleged Policy Violations](#)

#### **OPA Recommendation**

SPD should use training to reemphasize OPA referrals reporting serious misconduct should go through Blue Team. SPD should revise policy to require OPA referrals when an officer is on administrative leave for alleged misconduct and specify the supervisor responsible for submitting a Blue Team complaint.

#### **Summary of SPD Action**

Misconduct documentation, Supervisor Investigation, and OPA referral via Blue Team are discussed in Title 5, but this title is being negotiated with Labor. Policy is unchanged, but SPD Training has incorporated the curriculum recommendation into Sergeant School and Sergeant Sustainment Trainings.

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**Status**

[Partially implemented](#)\*\*\*

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**6. Topic: [Parking Enforcement Manual – Publication](#)****OPA Recommendation**

SPD should publish their parking enforcement officer manual and track and make public any version updates. This manual should prohibit parking enforcement officers from making traffic stops or detaining drivers.

**Summary of SPD Action**

The parking enforcement officer manual includes specific language prohibiting detention and the manual is now published for employees, not the public.

**Status**

[Partially implemented](#)

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**7. Topic: [Use of Artificial Intelligence \(AI\)](#)****OPA Recommendation**

SPD should develop department policy on AI and consider incorporating the city’s policy on GenAI. If the department is planning to use AI for report writing it should coordinate with impacted stakeholders to discuss any concerns. SPD should consider requiring employees to disclose their use of AI.

**Summary of SPD Action**

SPD has created a workgroup to address AI and the emerging technology. While the workgroup is still in its early stages of development, SPD has no plans to use AI software for report writing.

**Status**

[In Development](#)\*\*

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**8. Topic: [Barricaded Subjects](#)****OPA Recommendation**

SPD should develop a new policy focused on barricaded subjects. It should clearly define what a barricaded subject is and offer guidance on how to determine whether community members are considered barricaded.

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**Summary of SPD Action**

SPD's Training Unit addresses barricaded subjects with both concepts and physical scenarios. SPD's policy unit expanded its definition of a barricaded subject but declined to develop an individual policy focused on barricaded subjects.

**Status**

[Partially Implemented](#)

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**9. Topic: [Use of Taser on Fleeing Subjects](#)****OPA Recommendation**

SPD should provide policy guidance on when a subject is considered to be "fleeing the scene" and which "other factors" should be considered to evaluate whether a taser may be deployed at a fleeing subject.

**Summary of SPD Action**

Given it is impractical to list each possible scenario taser training provides officers with helpful directions and guidance. The policy unit will be adding language to policy that says something close to: "...taser on a fleeing subject must be articulated considering the necessary, reasonable and proportionate use of force, risk to suspect, officers, others, etc."

**Status**

[In Development](#)\*\*

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**10. Topic: [Preventable Vehicle Collisions](#)****OPA Recommendation**

SPD should establish objective standards and procedures to determine when "preventable" collisions must be reported to OPA. The department should also study integrating the Collision Review process into a progressive disciplinary system and Frontline Investigations policy revisions.

**Summary of SPD Action**

An Administrative Review Board (ARB) is being created that will work alongside the current Collision Review Board. The ARB will track preventable collisions, incorporate discipline recommendations, and inform Bureau Chiefs of employees' prior collisions. The Early Intervention System of the manual and title 5 are being negotiated with Labor.

**Status**

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[In Development](#)\*\*

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**11. Topic:** [Ending Foot Pursuits](#)**OPA Recommendation**

SPD should develop training to address use of force options for ending foot pursuits. The department should consider reviewing recent foot pursuits terminated by force to evaluate the safety of each method and consider whether to address related expectations of officers in policy.

**Summary of SPD Action**

The SPD Training Unit has incorporated Foot Pursuit Tactics into the 2026 curriculum. This new training focuses on improving field decision-making, understanding risk factors associated with foot pursuits, reinforcing standards of reasonable, necessary and proportional force, and scenario-based repetitions to reinforce skill development and sound judgment.

**Status**

[Fully Implemented](#)

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**12. Topic:** [Adverse Credibility Rulings](#)**OPA Recommendation**

SPD should create a policy for managing and evaluating all adverse credibility rulings and require they be reported to OPA. The department should also review policies and procedures developed by other large departments and consider building in formal retraining for affected officers.

**Summary of SPD Action**

Active

**Status**

Active\*\*

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**13. Topic:** [Death Investigations](#)**OPA Recommendation**

SPD should work with Community Assisted Response and Engagement (CARE) to address dispatch procedures related to an initial call classification of suicide and develop a training module on death investigations. The training should address the responsibilities of officers

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and sergeants responding to a death investigation, the appropriate categorization of the death, and importance of using cognitive interviewing concepts in investigations.

**Summary of SPD Action**

Current policy addresses death investigations, and categorization of death. SPD's position is there is no ambiguity in current policy and considers the related incident an atypical occurrence. Education and training already incorporate open-ended questioning strategies, SPD and CARE policies are aligned and any call classification changes should be directed at CARE.

**Status**

[Declined](#)

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**14. Topic: [Canine Certification Procedures](#)****OPA Recommendation**

SPD should collaborate with CJTC and other agencies to review written standards for certification of canines in explosive detection that articulate formal testing and retesting conditions, procedures and include expectations for handlers, observers, and evaluators. The department should also consider reviewing written standards for all other canine disciplines.

**Summary of SPD Action**

The K9 training issues were discussed with Washington State Criminal Justice Training Center and WSCTC does not see an issue with the K9 certification process or testing procedures. Therefore the request falls outside the purview of SPD and is not feasible.

**Status**

[Declined](#)

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**15. Topic: [Firearms Safety](#)****OPA Recommendation**

SPD should amend policy to include a general requirement for employees to safely handle firearms, and incorporate the "four cardinal rules" of firearms safety, adherence to firearms training, and obedience to range masters and firearm instructors.

**Summary of SPD Action**

The "four cardinal rules" are already displayed at the range and reinforced during firearms training, along with best practices related to firearms safety, dry firing, and practice holster draws. The policy will not be revised to include the "four cardinal rules."

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**Status**[Declined](#)

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**16. Topic:** [Employee Timekeeping and Overtime Tracking](#)**OPA Recommendation**

SPD should consider revising policies and procedures to prohibit pre-filling overtime request forms and requiring supervisors to approve overtime hours at shift end, allocating overtime management to a department-wide entity, reviewing technological systems to accurately track regular and overtime hours, and reconcile any conflicts with bargaining agreements.

**Summary of SPD Action**

Active

**Status**Active

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**17. Topic:** [Enforcing Indecent Exposure](#)**OPA Recommendation**

SPD should consider establishing clear enforcement standards for the indecent exposure statute and clarify SPD's interpretation of the statues and establish criteria for consideration before taking enforcement action through policy, directive, and/or training. The department should also consider developing standards in conversation with community groups and continue working with Seattle Park Rangers to address issues.

**Summary of SPD Action**

Active

**Status**Active\*\*

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**Notes:**

\*These represent summaries only. To review the full Management Action Recommendation along with SPD's action, visit [seattle.gov/opa/policy/policy-recommendations](https://seattle.gov/opa/policy/policy-recommendations).

\*\*SPD has up to 180 days to respond to management action recommendations and requests extensions on this timeline based upon the effort involved in making the policy

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change. Several recommendations from 2025 are still active (requested recently) or in development (require a longer period than 180 days for implementation) as a result.

\*\*\* SPD and OPA do not always agree on how to describe the final dispositions of some MARs. Frequently, the differences can be resolved through additional dialogue. If SPD and OPA are not able to reach an agreement, OPA's categorization is used.