



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2014-0377, 2014-0544, 2014-0842

Issued Date: 03/13/2015

| Named Employee #1 |                                                                                                                                               |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| Allegation #1     | <u>Seattle Police Department Manual</u> 5.001 (9) Professionalism (Policy that was issued 07/16/14)                                           |
| OPA Finding       | <b>Sustained</b>                                                                                                                              |
| Allegation #2     | <u>Seattle Police Department Manual</u> 5.001 (12) Employees Shall Not Use Their Position For Personal Gain (Policy that was issued 07/16/14) |
| OPA Finding       | <b>Sustained</b>                                                                                                                              |
| Allegation #3     | <u>Seattle Police Department Manual</u> 5.001 (17) Employees Must Avoid Conflicts of Interest (Policy that was issued 07/16/14)               |
| OPA Finding       | <b>Not Sustained</b> (Unfounded)                                                                                                              |
| Final Discipline  | <b>Termination</b>                                                                                                                            |

#### **INCIDENT SYNOPSIS**

The named employee on three separate occasions came into contact with female members of the public through legitimate police interactions. Within days or hours of each contact, the named employee used information received through the course of his police duties to initiate unnecessary, unprofessional and highly inappropriate additional communications with the women.

## **COMPLAINT**

The complainants alleged that the named employee was unprofessional and used his position of authority for personal gain.

## **INVESTIGATION**

The OPA investigation included the following actions:

1. Review of the complaint memos
2. Interviews of the complainants
3. Search for and review of all relevant records and other evidence
4. Review of three months of activity logs for the named employee
5. Search for additional similar incidents
6. Interviews of SPD employees

## **ANALYSIS AND CONCLUSION**

Department policy prohibits employees from using their position to further their personal interests. Department policy also prohibits behavior that undermines the public trust in the department or the officer. Officers should behave professionally and not abuse their access to private information or abuse the power and authority given to them. The named employee's actions were a fundamental violation of his role as a public servant.

## **FINDINGS**

### **Named Employee #1**

#### **Allegation #1**

The weight of the evidence showed that the named employee acted in an unprofessional manner that was not consistent with departmental expectations and undermined the confidence of the public in the department; therefore a **Sustained** finding was issued for *Professionalism*.

#### **Allegation #2**

The weight of the evidence showed a serious and repeated abuse of authority and an unsettling pattern of behavior by the named employee; therefore a **Sustained** finding was issued for *Employees Shall Not Use Their Position For Personal Gain*.

#### **Allegation #3**

Conflicts of interest arise when an officer is called to investigate someone with whom they have a personal relationship or a personal relationship arises. Although the named employee sought to develop a personal relationship with the complainants, such a relationship did not exist at the time he took police action. Therefore, a finding of Not Sustained (Unfounded) was issued for *Employees Must Avoid Conflicts of Interest*.

Discipline imposed: **Termination**

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