
Issued Date: NOVEMBER 24, 2023

From: Deputy Director Bonnie Glenn on Behalf of Director Gino Betts JR.,
Office of Police Accountability
Case Number: 2023OPA-0204



Allegations of Misconduct & Director's Findings

Named Employee #1

1. **Allegation #1:** 5.001 - Standards and Duties POL-10. Employees Will Strive to be Professional

Finding: Sustained - Rapid Adjudication

- **Imposed Discipline:** Written Reprimand

This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections are written in the first person.

Executive Summary:

OPA received two complaints concerning this incident from Community Member 1 (CM#1) and Community Member 2 (CM#2). The Complaints alleged Named Employee #1 (NE#1) was unprofessional during an interaction with a team of bail enforcement agents. Specifically, the complaints alleged NE#1 made unprofessional comments, such as telling a bail enforcement agent, "you're being disrespectful and you're pissing me off," and, "fuck off."

Administrative Note:

OPA asked NE#1 if she would like to process her case under Rapid Adjudication (RA). RA is provided for in the Seattle Police Officers' Guild's collective bargaining agreement (CBA) with the City of Seattle. It allows employees to recognize that their conduct was inconsistent with Department policies and standards, and to accept discipline for the policy violation rather than undergoing a full OPA investigation.

After reviewing the complaint and completing its intake investigation, OPA determined this case could be appropriate for resolution by RA. However, before proceeding with its recommendation, OPA sought the Office of Inspector General's (OIG) input. On August 4, 2023, OIG concurred with the OPA's determination. Consistent with the procedure in the CBA, OPA forwarded to the Chief of Police its recommended disposition and proposed discipline in the form of a written reprimand

and retraining on SPD's professionalism policy (SPD Policy 5.001-POL-10). The Chief of Police concurred with OPA's recommended findings and proposed discipline. NE#1 also agreed to the discipline and, in doing so, stipulated that the finding and discipline were final and could not be appealed or otherwise later disputed.

Analysis and Conclusions:

Named Employee #1 - Allegation #1

5.001 - Standards and Duties POL-10. Employees Will Strive to be Professional

It was alleged NE#1 was unprofessional.

SPD Policy 5.001-POL-10 requires that SPD employees "strive to be professional." The policy further instructs that "employees may not engage in behavior that undermines public trust in the Department, the officer, or other officers" whether on or off duty. SPD Policy 5.001-POL-10. Additionally, the policy instructs Department employees to "avoid unnecessary escalation of events even if those events do not end in reportable uses of force." *Id.* Furthermore, the policy states: "Any time employees represent the Department or identify themselves as police officers or Department employees, they will not use profanity directed as an insult or any language that is derogatory, contemptuous, or disrespectful toward any person." *Id.*

NE#1's commentary towards the bail enforcement agents was discourteous, profane, and disrespectful. NE#1 fell short of Department standards. By proceeding with rapid adjudication, NE#1 recognized her misconduct and accepted accountability. Accordingly, OPA recommends this allegation be sustained – Rapid Adjudication. This finding is both final and binding.

Recommended Finding: **Sustained - Rapid Adjudication**