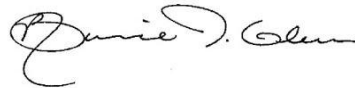


Closed Case Summary – AMENDED

Case Number: 2025OPA-0272

Issued Date: December 19, 2025

From: Director Bonnie Glenn
Office of Police Accountability



Case Number: 2025OPA-0272

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: Not Sustained - Inconclusive

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

Executive Summary:

The Complainant alleged that, on June 27, 2025, Named Employee #1 (NE#1), a parking enforcement officer (PEO), threatened to write him a parking ticket and, after the Complainant said he planned to challenge the ticket in court, NE#1 responded, "You can suck my dick in court."

Administrative Note:

OPA interviewed the Complainant during the intake investigation for this case. During his interview, the Complainant alleged NE#1's actions might have been related to a previous interaction the two had on an earlier date. OPA opened a separate investigation concerning that interaction under 2025OPA-0305. Due to the related nature of the facts in both cases, the evidence in both cases overlaps significantly. Accordingly, this DCM summarizes the factual investigation for both incidents.

On November 26, 2025, the Office of Inspector General certified this investigation as thorough, timely, and objective.

OPA originally recommended a Sustained finding against NE#1 for unprofessionalism. On December 23, 2025, OPA attended a discipline meeting with the named employees' Chain of Command. The meeting participants had a robust discussion concerning the facts and allegations in this case. The Chain of Command offered insight into their review of the facts as well as their expectations of PEO's and the training provided by the Department specific to de-escalation and practices. Considering this, OPA is now amending its recommendations for NE#1 to inconclusive to the alleged statements made by NE#1 to the Complainant solely.

Summary of the Investigation:

OPA investigated the Complainant's allegations by reviewing the complaint, related incident report and supplements, body-worn video (BWV), private security video, email correspondence, and court packages. OPA also interviewed the Complainant and NE#1. OPA finds by a preponderance of the evidence that the following occurred.

June 13, 2025, Incident

On June 13, 2025, NE#1 was working as a PEO when he saw a vehicle parked along the street with required payment. NE#1 also observed the vehicle displayed a temporary license plate that was about nine-months' expired. These infractions were corroborated by photographic evidence. As NE#1 was ticketing the vehicle, the Complainant exited a nearby building. The two had a verbal disagreement about whether NE#1 could ticket the vehicle. The Complainant admitted the vehicle was his but believed he could not be ticketed because the vehicle was not registered to him. NE#1 issued the ticket; the Complainant ripped the ticket up and threw the ticket at NE#1.

The Complainant got into the vehicle's driver seat, and NE#1 moved to the passenger/street-side to write the Complainant a second ticket to place on the vehicle. The Complainant drove away.

NE#1 used his radio to request police assistance for an assault. NE#1 reported the Complainant attempted to hit him with his vehicle as he drove away.

Police Officer #1 (PO#1) responded to investigate. BWV and the incident report showed PO#1 spoke with NE#1. NE#1 reported he was standing about a foot away from the vehicle on the passenger side writing the second ticket when the Complainant turned the wheel toward him and drove off. NE#1 reported the vehicle came within about an inch of his shoe and nearly hit NE#1. NE#1 also reported that the Complainant made a statement to him along the lines of, "You better call for your backup." NE#1 said he interpreted this as a threat. PO#1 interviewed a non-party witness who observed the interaction. The witness said the Complainant and NE#1 were in a heated verbal exchange, the Complainant ripped the ticket and threw it at NE#1, then she saw the Complainant put his vehicle in reverse before NE#1 moved to the passenger side of the vehicle but turned towards NE#1 as the Complainant attempted to pull out. The witness stated, "I thought he was going to hit him," and "I'm not sure if he was trying to hit him, but it looked like it."

PO#1 also reviewed security video that depicted much of the interaction between NE#1 and the Complainant. The video showed NE#1 issue the first ticket, then later the Complainant driving his vehicle away rapidly at an angle that appeared to be where NE#1 was most likely standing. PO#1 documented her reasons for developing probable cause to arrest the Complainant for assault, compared security footage of his image to his driver's license photograph, and arrested the Complainant later that day.

June 27, 2025, Incident

Two weeks later, NE#1 cited the Complainant again, this time for illegally double parking, obstructing a bicycle lane. This infraction was corroborated by photographs. NE#1 and the Complainant dispute the motivations for this citation and the details of their verbal exchange.

OPA Interview – Complainant

The Complainant filed his original complaint about the June 27 incident. He said he parked his car to let his nephew out when NE#1 approached and asked, "tell me why I shouldn't write you a ticket?" The Complainant said NE#1 wrote him a ticket, and the Complainant told NE#1 he would challenge the ticket in court. The Complainant alleged NE#1 responded, "You can suck my dick in court."

When OPA asked if anything led to this interaction, the Complainant described the June 13 incident. The Complainant said NE#1 wrote him multiple tickets that day and made false statements leading to the Complainant being wrongfully arrested. The Complainant admitted the two had a verbal argument and that the Complainant tore up the first ticket, but he denied trying to hit NE#1 with his vehicle.

OPA Interview – Witness Supervisor #1

OPA interviewed Witness Supervisor #1 (WS#1) as an expert witness about PEO training and procedures. WS#1 is the primary training manager for PEOS and has more than twenty years of experience.

In reviewing the case materials and security video footage of the June 13 incident, WS#1 noted several potential departures from training. WS#1 described that PEOs are training to mitigate risks whenever possible. WS#1 specifically questioned why NE#1 stepped into the street to issue the Complainant a second ticket while the Complainant was backing up. WS#1 stated a "driveaway citation" could have been issued, especially after the Complainant ripped up the first citation. WS#1 also noted that PEOs are trained not to "stack" tickets and not issue multiple tickets for multiple violations. Instead, PEOs are trained to issue one citation at a time.

WS#1 described PEOs receiving de-escalation training. WS#1 stated that PEOs are trained to leave the scene if a community member is escalating. WS#1 elaborated, "I'm really disappointed

in the fact that this PEO chose to walk into the street and hang a citation while the vehicle is moving or even started. That's a safety issue all the way around."

OPA Interview – Named Employee #1

NE#1 stated he has worked for SPD for about a year and a half. He described the June 13 incident, saying he saw the Complainant's Tesla in a pay-to-park area and noted the vehicle had not paid and had improper plates. NE#1 described the verbal disagreement with the Complainant. NE#1 said he wrote the first ticket, put it on the vehicle, then moved to the rear to take photographs. NE#1 said the Complainant ripped up the citation and tossed it at him before getting into the vehicle. NE#1 said the vehicle's driver door remained cracked open. NE#1 said he did not want to risk putting another ticket on the driver-side windshield, so he walked around to the passenger side. NE#1 said:

As soon as I lifted the windshield wiper up to put it down (the citation), he reversed and went back about eight feet. I kept pace with the vehicle, hung a citation, and then he turned his tires and, I believe, attempted to hit me.

NE#1 said he told the Complainant, "I should call backup to our location, because you tried to hit me with your car." He said the Complainant responded, "Call your fucking backup."

OPA asked NE#1 why he felt he needed to write a second ticket. He responded he was always advised to document everything, and he already decided to write two tickets. He said he did not think a "Driveaway" citation was a "viable option" because he saw the driver's side door was open, he saw the Complainant was on his phone, he had already printed the ticket, and he thought putting the ticket on the passenger side was the safest course of action. After speaking with his union representative, NE#1 stated to OPA:

So, after speaking to my union rep, and clarifying questions, I can kind of see where it's going. Objectively, in hindsight, was it necessary for me to write the second citation, or at least hanging it on the windshield? Probably not. But, at the time, I was set on doing it, I decided, and I was wanting to follow through.

NE#1 acknowledge he could also have documented the Complainant's behavior in a memorandum as opposed to a second citation. NE#1 denied having received de-escalation training.

Concerning the June 27 incident, NE#1 stated he saw a vehicle that was double parked. He observed the vehicle was a Tesla but did not realize it was the Complainant's vehicle until he got closer, saw the vehicle's distinctive hood, and saw the Complainant. NE#1 recalled that, after seeing the Complainant, NE#1 said, "Oh, it's you." NE#1 said he asked the Complainant to move his vehicle and the Complainant refused. Then, NE#1 described:

As I started taking the pictures, he keeps bragging, for some reason, about the car being untraceable or not in my system. I don't, I don't really reply to him, because I want, I want to say as little as possible, because I don't want to hurt the assault case, because I want that to go through. And he said he'd never see me in court. He then called me the F-Slur.

He dared me to call for backup. So, I did call for backup, and I made sure to say it loud enough for him to hear. Then after about a minute or so, he left, and I canceled the backup.

OPA asked why he continued writing the ticket on June 27 after realizing it was the Complainant. NE#1 said:

Because I wanted, because I wanted to document the interaction to avoid a he-said-she-said. If he wanted to make, if he wanted to complain, if he wanted to make a complaint, or if he wanted to make a complaint about me. I issued the citation. I took as many pictures as I could to show the vehicle was indeed in violation, and I wasn't just writing it for no reason or just harassing him for no reason.

Had I recognized the vehicle immediately off the bat, I wouldn't have been, I wouldn't have engaged. I would have left the block entirely.

NE#1 denied telling the Complainant to "suck his dick in court." NE#1 said that, when the Complainant said he would fight the citation in court, NE#1 responded, "We will see." NE#1 admitted this was not necessary and could have potentially escalated the situation.

Analysis and Conclusions:

Named Employee #1 – Allegation #1

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

The Complainant alleged that NE#1 was unprofessional during their June 27, 2025, interaction.

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.*

The findings in this case concern the later, June 27, 2025, interaction. Findings concerning the earlier June 13, 2025, incident are contained within 2025OPA-0305.

OPA finds that this allegation is inconclusive as to whether NE#1 made the comment, “You can suck my dick in court,” to the Complainant. NE#1 indicated he did not make the statement and the Complainant indicated he did. OPA accordingly recommends this allegation be Not Sustained – inconclusive, for the alleged statement made by NE#1.

As to whether NE#1 escalated the situation while continuing to engage with the Complainant and write him a ticket on June 27, based on the evidence provided, the Complainant was in violation and NE#1 was legally justified to issue the citation. Here, NE#1 approached the vehicle to issue a citation prior to knowing it was the Complainant. His actions of completing the issuance of the citation were in compliance with his procedures and training. Therefore, OPA does not find that NE#1’s actions were escalatory, based on the totality of the circumstances.

Recommended Finding: **Not Sustained – Inconclusive**