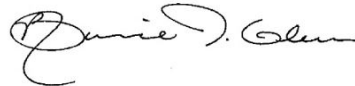


**Issued Date:** February 27, 2026

**From:** Director Bonnie Glenn  
Office of Police Accountability



**Case Number:2025OPA-0348**

---

## **Allegations of Misconduct & Director's Findings**

### **Named Employee #1**

1. **Allegation #1: 5.140 - Bias-Free Policing, 5.140-POL-2 Officers Will Not Engage in Bias-Based Policing**  
**Finding:** Not Sustained - Unfounded
  2. **Allegation #2: 6.010 Arrests POL 1. Officers Must Have Probable Cause That a Suspect Committed a Crime in Order to Effect an Arrest**  
**Finding:** Not Sustained - Lawful and Proper
  3. **Allegation #3: 7.010 - Submitting Evidence, 7.010-POL 1. Employees Secure Collected Evidence**  
**Finding:** Not Sustained - Unfounded
  4. **Allegation #4: 5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**  
**Finding:** Not Sustained - Unfounded
- 

### **Named Employee #2**

1. **Allegation #1: 5.140 - Bias-Free Policing, 5.140-POL-2 Officers Will Not Engage in Bias-Based Policing**  
**Finding:** Not Sustained - Unfounded

**2. Allegation #2: 6.010 Arrests POL 1. Officers Must Have Probable Cause That a Suspect Committed a Crime in Order to Effect an Arrest**

**Finding:** Not Sustained - Lawful and Proper

**3. Allegation #3: 7.010 - Submitting Evidence, 7.010-POL 1. Employees Secure Collected Evidence**

**Finding:** Sustained

**4. Allegation #4: 5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**

**Finding:** Not Sustained - Inconclusive

- **Imposed Discipline: Oral Reprimand**
- 

**Named Employee #3**

**1. Allegation #1: 5.140 - Bias-Free Policing, 5.140-POL-2 Officers Will Not Engage in Bias-Based Policing**

**Finding:** Not Sustained - Unfounded

**2. Allegation #2: 6.010 Arrests POL 1. Officers Must Have Probable Cause That a Suspect Committed a Crime in Order to Effect an Arrest**

**Finding:** Not Sustained - Lawful and Proper

**3. Allegation #3: 7.010 - Submitting Evidence, 7.010-POL 1. Employees Secure Collected Evidence**

**Finding:** Not Sustained - Unfounded

**4. Allegation #4: 5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**

**Finding:** Not Sustained - Unfounded

---

**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 named employees (NE#1, NE#2, and NE#3) arrested Community Member #1 (CM#1) at a hospital. CM#1 alleged that the named employees exhibited racial bias against him, unlawfully arrested him, and stole his knife. OPA also investigated whether the named employees failed to submit CM#1's knife into evidence.

**Administrative Note:**

On January 29, 2026, the Office of Inspector General certified OPA's investigation as thorough, timely, and objective.

## **Summary of the Investigation:**

OPA investigated this incident by reviewing the OPA complaint, computer-aided dispatch (CAD) call report, body-worn video (BWV), incident report, and custodial property summary report. OPA also searched specific areas of the East Precinct and interviewed CM#1 and the named employees.

### **A. OPA Complaint and CM#1's Interview**

On September 10, 2025, the Complainant, an SPD sergeant, submitted an OPA complaint via Blue Team on CM#1's behalf. On September 23, 2025, OPA interviewed CM#1. In summary, CM#1 alleged that the named employees exhibited racial bias, unlawfully arrested him, and stole his knife.

### **B. CAD Call Report, BWV, and Custodial Property Summary Report**

On July 28, 2025, at 2:23 AM, CAD call remarks noted, "PATIENT TRANSPORTED BY [AMERICAN MEDICAL RESPONSE] [] IS YELLING AND CAUSING A DIST[URBANCE] IN THE [EMERGENCY ROOM]. LIKELY INTOX[ICATED]. NO [WEAPONS]."

BWV captured the named employees responding to a hospital. A hospital employee handed CM#1's confiscated knife to NE#1 and requested CM#1 be trespassed from the hospital. The named employees found CM#1 lying on the ground, while security staff formed a line near the front desk. Multiple hospital employees reported that CM#1 caused a disturbance, threatened them, and postured for a fight. NE#1 and NE#2 handcuffed CM#1, helped him to his feet, and escorted him out of the hospital.

NE#2 Mirandized CM#1 while escorting him to the front of NE#2's patrol vehicle. NE#2 searched CM#1 and placed his belongings on the hood. CM#1 asked for the search be recorded, to which NE#2 confirmed it was being recorded. NE#1 placed CM#1 in the back of NE#2's patrol vehicle and then placed CM#1's knife on the hood. CM#1 became agitated while NE#2 placed CM#1's belongings in two paper bags and accused NE#2 of theft. NE#1 reiterated that their actions were being recorded and demonstrated to CM#1 that NE#2's pockets were empty.

NE#1 and NE#3 moved CM#1 to NE#1's patrol vehicle, while CM#1's knife remained on the hood of NE#2's patrol vehicle. NE#2 handed one paper bag to NE#1 and then returned to his patrol vehicle. NE#2 took the other paper bag, retrieved CM#1's knife from the hood, and placed both items in the rear of his patrol vehicle. NE#2 merely placed the paper bag and the knife on top of a black box. NE#2 then closed the rear door.

A custodial property summary report indicated that miscellaneous items, including a wallet containing CM#1's identification, a cellphone, a T-shirt, AirPods, a charger, and a phone case, were secured for safekeeping. (The knife was not mentioned in the custodial report)

### **C. OPA Search at the East Precinct**

On September 24, 2025, an OPA investigator responded to the East Precinct and searched NE#2's patrol vehicle but did not find CM#1's knife. OPA observed NE#2's locker, which was already open,

but did not find the knife. OPA attempted to review cameras capturing NE#2's patrol vehicle, but the recordings were no longer available as the retention periods had expired. Finally, OPA was unable to locate the knife in the evidence room nor any documentation for the knife.

#### **D. OPA Interviews**

##### Named Employee #1

On November 5, 2025, an OPA investigator interviewed NE#1. NE#1 said CM#1 was initially arrested for trespassing and later for interfering with a medical facility. NE#1 admitted to handling CM#1's belongings but did not recall specific items. NE#1 believed most of CM#1's belongings were placed into evidence. NE#1 was unable to recall CM#1's knife and what happened to it. NE#1 denied considering CM#1's race during the decision to arrest him.

##### Named Employee #2

On November 5, 2025, an OPA investigator interviewed NE#2. NE#2 said CM#1 was arrested solely for trespassing. NE#2 admitted to handling CM#1's belongings. NE#2 expressed uncertainty about what happened to CM#1's belongings, especially the knife. OPA showed BWV of CM#1's knife on the hood of NE#2's patrol vehicle and NE#2 placing it in the trunk. NE#2 acknowledged the knife on the hood and its placement in the trunk but insisted that he was unable to recall placing anything in the trunk. NE#2 expressed uncertainty about the reason for placing the knife in the trunk rather than with the other belongings, the knife's status, and whether NE#2 handled CM#1's belongings at the precinct. Although NE#2 acknowledged that the knife was in his patrol vehicle, he was unable to explain what happened to it afterward. NE#2 said he inspects his patrol vehicle each shift but never found a knife. NE#2 denied keeping the knife. NE#2 denied considering CM#1's race during the decision to arrest him.

##### Named Employee #3

On November 5, 2025, an OPA investigator interviewed NE#3. NE#3 said CM#1 was arrested for interfering with a medical facility and assault. NE#3 denied handling CM#1's belongings. NE#3 expressed uncertainty about the knife's whereabouts. NE#3 denied considering CM#1's race during the decision to arrest him.

---

#### **Analysis and Conclusions:**

##### **Named Employee #1 – Allegation #1**

##### **5.140 – Bias-Free Policing, 5.140-POL-2. Officers Will Not Engage in Bias-Based Policing**

CM#1 alleged that the named employees exhibited racial bias against him.

Biased policing means the different treatment of any person by officers motivated by any characteristic of protected classes under state, federal, and local laws, as well as other discernible personal characteristics of an individual. SPD Policy 5.140-POL. It includes different treatment based on race. See *id.* Officers are forbidden from making decisions or taking actions influenced by bias and expressing prejudice or derogatory comments concerning discernible personal characteristics. See SPD Policy 5.140-POL-2.

This allegation is unfounded. The named employees initiated contact with CM#1 in response to a 911 call from hospital staff. The named employees subsequently developed probable cause to arrest CM#1 for multiple crimes, as further explained below. They treated CM#1 professionally and courteously throughout their entire encounter with him. Overall, OPA found no evidence of bias.

Accordingly, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

**Named Employee #1 – Allegation #2**

**6.010 – Arrests, 6.010-POL-1. Sworn Employees Must Have Probable Cause That a Subject has Committed a Crime in Order to Effect an Arrest**

CM#1 alleged that the named employees unlawfully arrested him.

Sworn employees must have probable cause that a subject committed a crime before executing an arrest. SPD Policy 6.010-POL-1. Stated differently, where an arrest is not supported by probable cause, it violates law and Department policy. Probable cause exists when the facts and circumstances within a sworn employee's knowledge sufficiently support a reasonable belief that an offense has been or is being committed. See *State v. Fricks*, 91 Wash.2d 391, 588 P.2d 1328 (1979); *State v. Gluck*, 83 Wash.2d 424, 426–27, 518 P.2d 703 (1974).

The named employees had probable cause to arrest CM#1 for three distinct crimes. According to the information reported by hospital staff, CM#1 was trespassing when he refused to leave when requested. CM#1 also allegedly committed harassment when he threatened to assault hospital staff and postured for a fight. Finally, CM#1 allegedly interfered with a health care facility and willingly disrupted its normal functioning in violation of RCW 9A.50.20. The named employees had probable cause to arrest CM#1 for any of these crimes.

Accordingly, OPA recommends that this allegation be Not Sustained – Lawful and Proper.

Recommended Finding: **Not Sustained – Lawful and Proper**

**Named Employee #1 – Allegation #3**

**7.010 – Submitting Evidence, 7.010-POL-1. Employees Secure Collected Evidence**

NE#1 and NE#3 allegedly failed to submit CM#1's knife into evidence.

SPD employees must secure collected evidence by placing it into the Evidence Unit or an authorized evidence storage area before ending their shift. SPD Policy 7.010-POL-1.

A hospital employee handed CM#1's knife to NE#1, who eventually placed it on the hood of NE#2's patrol vehicle. NE#3 did not handle the knife. NE#2 was the last person to handle the knife, as BWV captured NE#2 retrieving it from the hood and placing it in the trunk of his patrol vehicle. Thus, NE#2 was ultimately responsible for properly handling the knife, not NE#1 and NE#3.

Accordingly, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

**Named Employee #1 – Allegation #4**

**5.001 – Standards and Duties, 5.001-POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**

CM#1 alleged that NE#1 and NE#3 stole his knife.

Employees must adhere to laws, city policy, and department policy. SPD Policy 5.001-POL-2.

As noted above, NE#2 was the last person to handle CM#1's knife. BWV disproved the allegation that NE#1 or NE#3 stole the knife.

Accordingly, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

---

**Named Employee #2 – Allegation #1**

**5.140 – Bias-Free Policing, 5.140-POL-2. Officers Will Not Engage in Bias-Based Policing**

For the reasons articulated in Named Employee #1 – Allegation #1, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

**Named Employee #2 – Allegation #2**

**6.010 – Arrests, 6.010-POL-1. Sworn Employees Must Have Probable Cause That a Subject has Committed a Crime in Order to Effect an Arrest**

For the reasons articulated in Named Employee #1 – Allegation #2, OPA recommends that this allegation be Not Sustained – Lawful and Proper.

Recommended Finding: **Not Sustained – Lawful and Proper**

**Named Employee #2 – Allegation #3**

**7.010 – Submitting Evidence, 7.010-POL-1. Employees Secure Collected Evidence**

NE#2 allegedly failed to submit CM#1's knife into evidence.

SPD policy requires NE#2 to submit CM#1's knife into evidence. Employees are required to place evidence into the evidence unit or an authorized evidence storage area before they end their shift. Here, Officers found probable cause to arrest CM#1 for Interference with a Health Care Facility (SMC – 12A.09.020), Criminal Trespass 1<sup>st</sup> Degree (12A.0.040(A), and Assault 4<sup>th</sup> Degree (SMC – 12A.09.020). The police report indicates CM#1 was armed with a knife/edged weapon and a hospital employee reported that CM#1 had threatened them, felt endangered enough to remove their pepper spray to defend themselves and the nursing staff they were hired to protect.

A hospital employee handed CM#1's knife to NE#1, that was confiscated from CM#1. NE#1 placed the knife on the hood of NE#2's patrol vehicle and BWV showed NE#2 placed the knife in the trunk

of his patrol vehicle. NE#2 stated to OPA he did not recall seeing the knife initially, but once he reviewed the BWV, he recalled the knife but could not recall why he placed it in the trunk of his police vehicle. Here, NE#2 showed carelessness by leaving CM#1's knife in the trunk of his police vehicle and failing to submit it into evidence, as required by policy. Based on the totality of the circumstances and the evidence provided, OPA finds NE#2 violated policy.

Accordingly, OPA recommends that this allegation be Sustained.

Recommended Finding: **Sustained**

**Named Employee #2 – Allegation #4**

**5.001 – Standards and Duties, 5.001-POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**

CM#1 alleged that NE#2 stole his knife.

BWV captured CM#1's knife, which was last seen atop a black box in the trunk of NE#2's patrol vehicle. Since then, its whereabouts remain unknown. NE#2 expressed uncertainty about the knife and could not recall it. An OPA investigator searched NE#2's patrol vehicle, observed his open locker at the East Precinct, and checked the evidence room; however, OPA could not find the knife or any related documentation. Since the evidence neither proved nor disproved whether NE#2 stole the knife, this allegation is inconclusive.

Accordingly, OPA recommends that this allegation be Not Sustained – Inconclusive.

Recommended Finding: **Not Sustained – Inconclusive**

---

**Named Employee #3 – Allegation #1**

**5.140 – Bias-Free Policing, 5.140-POL-2. Officers Will Not Engage in Bias-Based Policing**

For the reasons articulated in Named Employee #1 – Allegation #1, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

**Named Employee #3 – Allegation #2**

**6.010 – Arrests, 6.010-POL-1. Sworn Employees Must Have Probable Cause That a Subject has Committed a Crime in Order to Effect an Arrest**

For the reasons articulated in Named Employee #1 – Allegation #2, OPA recommends that this allegation be Not Sustained – Lawful and Proper.

Recommended Finding: **Not Sustained – Lawful and Proper**

**Named Employee #3 – Allegation #3**

**7.010 – Submitting Evidence, 7.010-POL-1. Employees Secure Collected Evidence**

For the reasons articulated in Named Employee #1 – Allegation #3, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

**Named Employee #3 – Allegation #4**

**5.001 – Standards and Duties, 5.001-POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**

For the reasons articulated in Named Employee #1 – Allegation #4, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**