


Issued Date: February 10, 2026

From: Deputy Director Nelson R. Leese (on behalf of Director Bonnie J. Glenn)
Office of Police Accountability 

Case Number: 2025OPA-0363

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 (Expedited)

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 and Community Member #1 (CM#1) alleged that Named Employee #1 (NE#1), a parking enforcement officer, disproportionately cited low-income community members based on their race and housing status, while citing unlawfully parked construction vehicles less frequently.

Administrative Note:

This case was approved for Expedited Investigation. That means OPA, with the Office of Inspector General's (OIG) agreement, believed it could issue a recommended finding based solely on its intake investigation without interviewing the named employee. As such, OPA did not interview the named employee in this case.

On October 28, 2025, OIG certified OPA's investigation as thorough, timely, and objective.

Summary of the Investigation:

OPA investigated this incident by reviewing the OPA complaint, citation packets, citation logs, text messages, and interview statements from the Complainant and CM#1. According to the citation packets, NE#1 issued two citations to the Complainant for expired tabs in August and September 2025. Moreover, NE#1 issued one citation to CM#1 for expired tabs in May 2025. A citation log showed the Complainant receiving fourteen citations, with five being issued by NE#1. Another citation log showed CM#1 receiving fourteen citations, with nine being issued by NE#1.

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

The Complainant alleged that NE#1 engaged in bias-based policing.

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 economic status, housing status, and 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. Both the Complainant and CM#1 admitted to witnessing vehicles belonging to construction workers receive citations. They also did not dispute the parking violations for which they were cited. Citation logs showed other parking enforcement officers, in addition to NE#1, citing the Complainant and CM#1 for various violations. The Complainant, CM#1, and construction workers all received citations in this area. There was no indication that NE#1 knew the economic status, housing status, or race of the owner of each vehicle in the area, regardless of whether they were cited. Overall, the evidence showed that NE#1's enforcement actions were based on parking violations corroborated by photographs, not bias.

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

Recommended Finding: **Not Sustained – Unfounded (Expedited)**

Footnote 1. The OPA Director may designate a civilian OPA Deputy Director to “perform such duties and have such powers as the OPA Director may prescribe and delegate.” Seattle Ordinance 125315, Council Bill 118969, subchapter I, section 3.29.100(B).