



City of Seattle

CIVIL SERVICE COMMISSIONS

Public Safety Civil Service Commission

Commission Chair Stacy Connole

Commissioner Dorothy Y. Leggett

Commissioner Joel A. Nark

Staff

Andrea Scheele, Executive Director

Teresa Jacobs, Executive Assistant

PUBLIC SAFETY CIVIL SERVICE COMMISSION MEETING AGENDA

The agenda is subject to change to address immediate Commission concerns.

DATE: Wednesday, August 17, 2022

TIME: 10:00 a.m.

LOCATION: Hybrid meeting- Attendance via WebEx or in person at Commission offices, Seattle Municipal Tower, 700 5th Ave #1670, Seattle, WA 98104. To attend in person, request **access to the 16th floor from SMT security at building entry and follow the signs on 16.**

Join from the meeting link

<https://seattle.webex.com/seattle/j.php?MTID=m4c9681957f2e4705bc4bfe6a5a43e65f>

Join by meeting number

Meeting number (access code): 2490 831 0576

Meeting password: hVJp6eZHB67

Tap to join from a mobile device (attendees only)

[+1-206-207-1700](tel:+12062071700),24908310576## United States Toll (Seattle)

[+1-408-418-9388](tel:+14084189388),24908310576## United States Toll

Join by phone

+1-206-207-1700 United States Toll (Seattle)

+1-408-418-9388 United States Toll

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Join from a video system or application

Dial [24908310576@seattle.webex.com](tel:24908310576)

You can also dial 173 243 2 68 and enter your meeting number

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, W98124-4729

Tel (206) 233-7118, Fax: (206) 684-0755

<http://www.seattle.gov/CivilServiceCommissions/>

The City of Seattle encourages everyone to participate. For disability accommodations or accessibility information, contact Teresa.jacobs@seattle.com

PUBLIC SAFETY CIVIL SERVICE COMMISSION
***Special* MEETING AGENDA**
August 17, 2022 @ 10:00 a.m.

Meeting materials will be posted to the PSCSC website prior to the scheduled meeting time.

AUDIO/VIDEO TECH CHECK

CHAIR (PSCSC 2.04)

1. CALL TO ORDER
2. LAND ACKNOWLEDGEMENT
3. INTRODUCTIONS
4. PUBLIC COMMENT

DISCUSSION ITEMS

5. FIRE AND POLICE EXAM UNIT
 - Fire Update-Yoshiko Grace Matsui, Fire Exams Administrator
 - Police Update-Rachael Schade, Police Exams Administrator
6. EXECUTIVE DIRECTOR REPORT
 - PSCSC Rulemaking Update
 - Departmental Work and Budget
7. CASE STATUS REPORT
8. EXECUTIVE SESSION- To discuss Pending, Potential, or Actual Litigation (*May be cancelled if not needed*)
9. ADJOURN

NEXT PSCSC MEETING
September 21, 2022 @ 10:00 a.m.
END OF AGENDA

CIV Budget to Actuals 8-12-2022

Sum of AMOUNT			TRANS_TYPE						
BSL_DESCR	EXPENSE_CATEGORY	ACCOUNT_DESCR	Adopted Budget	Actuals	Supplemental Budget	Balance before Encumbrances	Available Balance	% Spent	% Available (After Encumbrances)
BO-VC-V1CIV - Civil Service Comn	Nonpersonnel Svcs	531030 - Supplies-Office Supplies	2,700.00	198.94	(2,700.00)	(198.94)	(198.94)		
		541310 - Services-Legal Notices	500.00		(380.00)	120.00	120.00	0.0%	100.0%
		541320 - Services-Court Reporters	500.00		(500.00)				
		541550 - Services-Parking	500.00		(500.00)				
		542900 - Rentals-Other	2,000.00	1,033.39	(2,000.00)	(1,033.39)	(1,033.39)		
		544050 - Reimburse-Meetin Refresh&Meals	200.00		(200.00)				
		545010 - Travel Costs-Out-Of-City	1,500.00		(1,500.00)				
		545030 - Travel Costs-Conf, Conv, Sem	1,533.00		(1,533.00)				
		546010 - Fees-Dues & Memberships	1,000.00		(1,000.00)				
		549070 - Isf-ltd Alloc	25,297.00	16,848.00		8,449.00	8,449.00	66.6%	33.4%
		549080 - Isf-ltd Billed	354.00	667.41		(313.41)	(313.41)	188.5%	-88.5%
		549100 - SDHR Allocation	35,862.00	20,919.43		14,942.57	14,942.57	58.3%	41.7%
		532020 - Equipment-Software Purchases	1,000.00		(1,000.00)				
		545040 - Travel Costs-In City	600.00		(600.00)				
		541280 - Services-Courier And Delivery	500.00		(500.00)				
		541380 - Services-Admin Charges	1,550.00		(1,550.00)				
		541250 - Services-Recycling	50.00			50.00	50.00	0.0%	100.0%
		541260 - Services-Disposal Of Materials	50.00			50.00	50.00	0.0%	100.0%
		531010 - Supplies-Subscrips/Pubs/Books	10,000.00	2,759.46	(8,800.00)	(1,559.46)	(1,559.46)	230.0%	-130.0%
		545020 - Travel Costs-Training Classes	600.00		(600.00)				
		544070 - Reimburse-Dues & Membership		25.00		(25.00)	(25.00)		
		541120 - Services-Technology		770.65		(770.65)	(770.65)		
		541140 - Services-Legal Services		1,956.00	115,000.00	113,044.00	113,044.00	1.7%	98.3%
		549020 - FAS CCM Exp - Rent	108,850.00	72,566.56		36,283.44	36,283.44	66.7%	33.3%
	Nonpersonnel Svcs Total		195,146.00	117,744.84	91,637.00	169,038.16	169,038.16	41.1%	58.9%
	Personnel Svcs	510010 - Salaries & Wages	282,769.00	63,722.98		219,046.02	219,046.02	22.5%	77.5%
		510020 - Holiday		4,067.40	15,625.00	11,557.60	11,557.60	26.0%	74.0%
		510070 - Part Time-Salaries & Wages	34,590.00			34,590.00	34,590.00	0.0%	100.0%
		520010 - Fica	15,498.00	5,354.14	4,215.00	14,358.86	14,358.86	27.2%	72.8%
		520020 - Medicare	4,181.00	1,252.18	1,137.00	4,065.82	4,065.82	23.5%	76.5%
		520070 - Insurance Prem-Health & Dental	30,891.00	25,840.00	7,869.00	12,920.00	12,920.00	66.7%	33.3%
		520090 - Insurance-Group Fund Life	206.00	40.59	57.00	222.41	222.41	15.4%	84.6%
		520100 - Insurance-Longterm Disability	39.00	4.84	11.00	45.16	45.16	9.7%	90.3%
		520300 - Pension-City Retirement Sys	36,996.00	12,190.02	10,059.00	34,864.98	34,864.98	25.9%	74.1%

								% Available		
								(After		
BSL_DESCR	EXPENSE_CATEGORY	ACCOUNT_DESCR	Adopted Budget	Actuals	Supplemental Budget	Balance before	Encumbrances	Available Balance	% Spent	Encumbrances)
BO-VC-V1CIV - Civil Service Comn	Personnel Svcs	520080 - Insurance-Wash St FML		143.79		(143.79)		(143.79)		
		510110 - Salaries & Wages-Temp/Intermit	1,184.00	13,810.40		(12,626.40)		(12,626.40)	1166.4%	-1066.4%
		520110 - Insurance-Death Benefit Pay	19.00	13.20	5.00	10.80		10.80	55.0%	45.0%
		520320 - Employee Assistance Premium	38.00	46.08	10.00	1.92		1.92	96.0%	4.0%
		520011 - Fica Fsa Dcap & Health		308.77		(308.77)		(308.77)		
		510040 - Vacation		1,355.81		(1,355.81)		(1,355.81)		
		510030 - Sick Leave		1,355.81		(1,355.81)		(1,355.81)		
		510240 - Executive Leave Used		4,745.33		(4,745.33)		(4,745.33)		
		510140 - Sick Leave-Temp/Interm Emp		448.00		(448.00)		(448.00)		
		510010 - Salaries & Wages		47,066.51		(47,066.51)		(47,066.51)		
		510020 - Holiday		3,011.89		(3,011.89)		(3,011.89)		
		510070 - Part Time-Salaries & Wages		16,000.00		(16,000.00)		(16,000.00)		
		520010 - Fica		5,251.13		(5,251.13)		(5,251.13)		
		520020 - Medicare		1,228.10		(1,228.10)		(1,228.10)		
		520090 - Insurance-Group Fund Life		48.79		(48.79)		(48.79)		
		520100 - Insurance-Longterm Disability		8.46		(8.46)		(8.46)		
		520300 - Pension-City Retirement Sys		11,351.38		(11,351.38)		(11,351.38)		
		520080 - Insurance-Wash St FML		138.17		(138.17)		(138.17)		
		520110 - Insurance-Death Benefit Pay		22.80		(22.80)		(22.80)		
		510040 - Vacation		2,040.49		(2,040.49)		(2,040.49)		
		510030 - Sick Leave		5,237.29		(5,237.29)		(5,237.29)		
		510240 - Executive Leave Used		3,669.68		(3,669.68)		(3,669.68)		
		510300 - Other Paid Time Off		9,044.64		(9,044.64)		(9,044.64)		
		Personnel Svcs Total			406,411.00	238,818.67	38,988.00	206,580.33	206,580.33	53.6%
BO-VC-V1CIV - Civil Service Commissions Total			601,557.00	356,563.51	130,625.00	375,618.49	375,618.49	48.7%	51.3%	
Grand Total			601,557.00	356,563.51	130,625.00	375,618.49	375,618.49	48.7%	51.3%	

**PUBLIC SAFETY CIVIL SERVICE COMMISSION
CASE STATUS REPORT
AUGUST 2022**

OPEN APPEAL/EXAM PROTEST/REQUEST FOR DECISION								
Type	CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	ISSUE	Register/Exam/ Position	Issue/Requested Outcome/Status	PRESIDING
A	22-01-002	Allen	Police	7-21-2022	Discipline	Reversal/removal of discipline	Held in abeyance until SPOG decision to grieve/not grieve.	ED

CLOSED APPEAL/EXAM PROTEST/REQUEST FOR DECISION							
Type	CASE NUMBER	APPELLANT	RESPONDENT DEPARTMENT	DATE FILED	APPEAL	ISSUE/REQUESTED OUTCOME	DECISION/DATE DISMISSED
A	22-01-001	Young	Fire	9-4-2022	Separation	Reinstatement	Dismissed 3/3/22 for lack of jurisdiction
A	21-01-043	Walter	Police	12-22-2021	Discipline	Reversal of decision, removal of discipline	Appellant withdrew his appeal to pursue through his union under the rights of the collective bargaining agreement. ED dismissed appeal 1-31-22

A=Appeal (PSCSC 6)
E=Exam Protest (PSCSC 9.22)
RRM=Request to Review or Modify (PSCSC 2.13.b)
RFR=Request for Reinstatement (PSCSC 10.03)
RPE= Request for Probationary Extension (PSCSC 12.02)

**PUBLIC SAFETY CIVIL SERVICE COMMISSION
CASE STATUS REPORT
AUGUST 2022**

REQUESTS FOR REINSTATEMENT					
CASE NUMBER	DEPT	DATE REQUESTED	POSITION	ED APPROVED	CHIEF APPROVED/DENIED
22-05-007RFR	SPD	2-7-2022	Lieutenant	Approved	Denied
22-05-008RFR	SPD	2-7-2022	Officer	Approved	Approved
22-05-009RFR	SPD	1-12-2022	Officer	Approved	Approved
22-05-010RFR	SPD	3-1-2022	Officer	Approved	Approved
22-05-012RFR	SFD	3-17-2022	Firefighter	Approved	Denied
22-05-014RFR	SFD	4-1-2022	Firefighter	Approved	Denied
22-05-016RFR	SFD	4-5-2022	Firefighter	Approved	Denied
22-05-017RFR	SFD	4-12-2022	Firefighter	Approved	Approved
22-05-018RFR	SFD	5-2-2022	Firefighter	Approved	Approved
22-05-019RFR	SFD	3-28-2022	Firefighter	Approved	Approved
22-05-020RFR	SFD	6-13-2022	Firefighter	Approved	Denied
22-05-021RFR	SFD	6-13-2022	Firefighter	Approved	Approved
22-05-022RDR	SPD	7-21-2022	Police Officer	Approved	Approved

A=Appeal (PSCSC 6)
E=Exam Protest (PSCSC 9.22)
RRM=Request to Review or Modify (PSCSC 2.13.b)
RFR=Request for Reinstatement (PSCSC 10.03)
RPE= Request for Probationary Extension (PSCSC 12.02)

**PUBLIC SAFETY CIVIL SERVICE COMMISSION
CASE STATUS REPORT
AUGUST 2022**

REQUESTS FOR PROBATIONARY EXTENSION				
CASE NUMBER	DEPT	DATE REQUESTED	POSITION/RANK	APPROVED/DENIED
22-05-003RPE	SPD	1-19-2022	Officer	Approved
22-05-004RPE	SPD	1-26-2022	Officer	Approved
22-05-005RPE	SPD	1-26-2022	Officer	Approved
22-05-006RPE	SPD	1-27-2022	Officer	Approved
22-05-003-2RPE	SPD	2-8-2022	Officer	Approved
22-05-011RPE	SPD	3-22-2022	Officer	Approved
22-05-012RPE	SPD	8-3-2022	Officer	Approved
22-05-013RPE	SPD	8-3-2022	Officer	Approved

A=Appeal (PSCSC 6)
 E=Exam Protest (PSCSC 9.22)
 RRM=Request to Review or Modify (PSCSC 2.13.b)
 RFR=Request for Reinstatement (PSCSC 10.03)
 RPE= Request for Probationary Extension (PSCSC 12.02)



CITY OF SEATTLE CIVIL SERVICE COMMISSIONS

APPEAL NO. PSCSC no. 22-01-002

FILED: July 21, 2022

NOTICE OF APPEAL TO THE PUBLIC SAFETY CIVIL SERVICE COMMISSION

The appeal must be received by the Executive Director within 10 (ten) days, following the received date or the postmarked date of the final notice from the department to the appellant.

INSTRUCTIONS: Complete all the pages, sign and attach any documents or correspondence that you have received from the Department related to your appeal. Send by postal or hand deliver to the Executive Director, Civil Service Commissions 700 5th Avenue, Suite 1670, PO Box 94729, Seattle, WA 98124-472 or email to Andrea.Scheele@seattle.gov or Teresa.Jacobs@seattle.gov

An original signature of the appellant or authorized representative is required for appeals.

I. Jeffrey D Allen

Residence Address

Police Officer / Patrol

13253T

Sgt Ron Hyman

Job Title/Position

Department/Unit

Immediate Supervisor

10/17/2017

10/17/2017

Start Date in Position

City Employee Since, Month/Date/Year

Employee ID #

II. ACTION BEING APPEALED: (check one)

☒ Suspension

☐ Discharge

☐ Demotion

☐ Violation of Article XVI of the Charter of the City of Seattle, PSCSC Ordinance or PSCSC Rules (Please list the rule): _____

☒ Other Personnel Related Issue: (Please briefly state the issue): 9 day Suspension

If needed, you may provide the following information on an additional sheet of paper and attach any documents or correspondence that you have received from the Department related to your appeal.

Reason for this appeal (Please include dates, location and action): Please see
attached.

Remedy Sought (What do you want?): Lessing and or removal of
my suspension days.

III. UNION:

WHAT IS THE NAME OF YOUR UNION ASSOCIATION OR GUILD?

SPOG Local Number: 206-767-1150

☒ I HAVE / ☐ I HAVE NOT filed a grievance on the same issues that I identified in this appeal, with my union or bargaining unit.

- This matter ☐ IS / ☒ IS NOT the subject of arbitration pursuant to a collective bargaining agreement.

IV. ATTORNEY/AUTHORIZED REPRESENTATIVE:

An Attorney or a representative is NOT required for the appeal process.

- Do you have an attorney or another person representing you for this appeal? ☐ YES ☒ NO
If yes, please have your attorney submit a NOTICE OF APPEARANCE to the Commission Office and Department. All documents and information related to the appeal will go to the attorney or representative.

Name: _____

Firm: _____

Address: _____

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729

Tel (206) 233-7118, Fax: (206) 684-0755, <http://www.seattle.gov/CivilServiceCommissions/>

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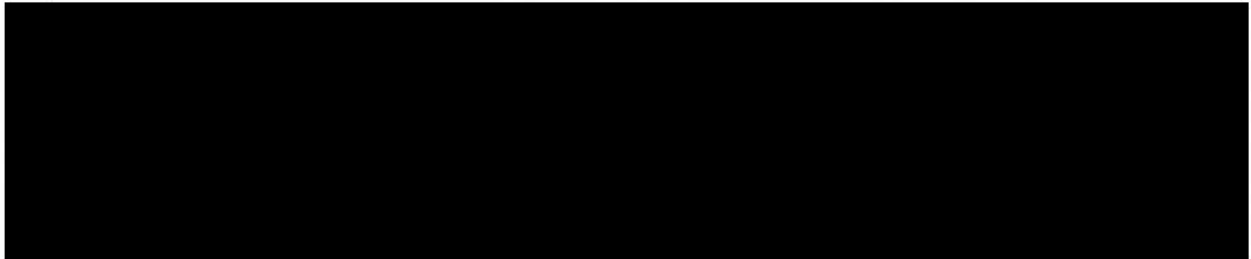
Email: _____

Signature of Attorney/Representative: (If filling out this form):

Date

A. APPELLANT:

If you do not have an attorney or a representative, please enter the address where All documents related to this appeal should be sent:



Jeffrey D Allen
APPELLANT'S NAME (PLEASE PRINT)

[Signature]
SIGNATURE OF APPELLANT

7/24/22
DATE

City of Seattle Civil Service Commissions

Seattle Municipal Tower, 700 Fifth Avenue, Suite 1670 PO Box 94729 Seattle, WA 98124-4729

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City of Seattle

Seattle Police Department

July 8, 2022

Jeffrey Allen, #8574
(Hand-delivered)

RE: OPA 20-0253

Dear Officer Allen:

I want to thank you and your representatives for meeting with the Chief of Police on May 26, 2022, to discuss the recommended discipline arising from the investigation of OPA 20-0253. Based upon the information presented at the meeting, and a review of relevant materials, the Chief has sustained the following allegations:

Violation of Seattle Police Manual, Sections:

- **8.100 - De-Escalation 1. When Safe, Feasible, and Without Compromising Law Enforcement Priorities, Officers Shall Use De-Escalation Tactics in Order to Reduce the Need for Force**
- **8.200 - Using Force 1. Use of Force: When Authorized**
- **6.010 - Arrests 1. Officers Must Have Probable Cause That a Suspect Committed a Crime in Order to Effect an Arrest**
- **15.180 - Primary Investigations 5. Officers Shall Document all Primary Investigations on a Report**

A description of the sustained allegations of misconduct and the final disciplinary action is set forth in the enclosed Disciplinary Action Report.

If you have any questions regarding this notice, please feel free to contact me.

Sincerely,

Adrian Diaz
Interim Chief of Police

/s/ Mike Fields

Mike Fields
Executive Director of Human Resources

Enclosure

**Seattle Police Department
DISCIPLINARY ACTION REPORT**

FILE NUMBER
OPA 20-0253

RANK/TITLE
Officer

NAME
Jeffrey Allen

SERIAL NUMBER
8574

UNIT
B252T

SUSTAINED ALLEGATIONS:

Violation of Seattle Police Department Policy & Procedure Manual Sections:

- **8.100 - De-Escalation 1. When Safe, Feasible, and Without Compromising Law Enforcement Priorities, Officers Shall Use De-Escalation Tactics in Order to Reduce the Need for Force**
- **8.200 - Using Force 1. Use of Force: When Authorized**
- **6.010 - Arrests 1. Officers Must Have Probable Cause That a Suspect Committed a Crime in Order to Effect an Arrest**
- **15.180 - Primary Investigations 5. Officers Shall Document all Primary Investigations on a Report**

Specification:

This incident came to light when the Department's Force Investigation Team ("FIT") was reviewing a use of force that caused an injury. FIT flagged your conduct as potential misconduct, noting that you may not have engaged in de-escalation prior to using force, may have arrested the individual without probable cause, and other potential misconduct. Your actions were referred to OPA for further review.

The underlying incident occurred on April 25, 2020, when you conducted a traffic stop. The Subject's car drove in front of your parked patrol vehicle. You pulled him over and parked behind him. He stepped out of his car and stood by the front driver's side door. You told him to stay in his car. The Subject stood stationary. You got out of your patrol vehicle, repeated that the Subject needed to get back in the car, and began walking towards him. The Subject asked why he needed to get back into the car and you said that it was because you told him to do so. You approached and told the Subject to turn around. He responded: "For what, I'm not doing anything..." You grabbed his arm, turned him around, and pushed him up against the car. This caused the Subject's face to strike the top of the car and he exclaimed in pain. The Subject stated: "What the fuck are you doing?" You told him to stop and handcuffed him. The Subject responded by asking if you were "serious right now," and you remarked that he should have "listened."

You walked the handcuffed Subject over to the front of your patrol vehicle and told him to "have a seat" on the front bumper. The Subject replied that he could stand and said that he was not doing anything and was already handcuffed. You stated: "When I'm doing a traffic stop and I tell you to get back in your car, get back in your car." The Subject again said that he was not doing anything and remarked that he did not have a gun. You told him: "This can go a bunch of ways." After he repeated that he was not "doing anything wrong," you said: "Let me know when you're done." The Subject asked why he was pulled over and you stated: "What do you think?" The Subject said that he did not know, and you referenced the Subject "revving" his motor when he drove by. The Subject stated that he did not do so, that his car had a "two and a quarter inch exhaust," and that you were being racist. The Subject began positioning his cell phone that was in his hand and you took it from him. The Subject grew upset at this, said that he was entitled to record your actions, and told you to get your hands off him.

Your supervisor stepped in and told you to go write the ticket. The Subject and supervisor then had a back and forth about the Subject providing his identification, and the supervisor stated that the Subject would be taken to the precinct. The Subject then offered to provide his identification. You told him: "You're under arrest, man."

You ultimately cited the Subject for having a loud exhaust and for not having proof of insurance and documented the incident in a Field Contact Report. You described the Subject as quickly swinging his car door open and getting out "at a very fast speed." You stated that the Subject then began to "escalate his aggressive behavior" and obstructed your investigation, warranting you placing him in handcuffs. You wrote that you physically turned the Subject towards the car because he did not comply with your command to turn around and put his hands behind his back. You asserted that you took the Subject's phone for safety reasons because you observed that the Subject: "started to dig through his pockets and removed his phone." You referenced the citations issued to the Subject but did not indicate whether the Subject was arrested and, if so, for what crimes.

You also completed a use of force report. In justifying your need to use force and the level of force applied, you wrote that the Subject "took an aggressive stance" and "stood in a confrontational manner." You posited that this suggested pre-fight indicators. Your use of force was analyzed by the Southwest Precinct chain of command. The force was not found to be reasonable, necessary, or proportional.

Policies at Issue:

8.100 - De-Escalation 1. When Safe, Feasible, and Without Compromising Law Enforcement Priorities, Officers Shall Use De-Escalation Tactics in Order to Reduce the Need for Force

"De-escalation tactics and techniques are actions used by officers, when safe and without compromising law enforcement priorities, that seek to minimize the likelihood of the need to use force during an incident and increase the likelihood of voluntary compliance." The policy instructs: "When safe and feasible under the totality of circumstances, officers shall attempt to slow down or stabilize the situation so that more time, options and resources are available for incident resolution." The policy gives several examples of de-escalation, which include: mitigating the immediacy of the threat to give officers time to use extra resources and to call more officers or specialty units; and increasing the number of officers on scene to thus increase the ability to use less force.

De-escalation is inarguably a crucial component of the Department's obligations under the Consent Decree. Where officers fail to fully de-escalate and instead act in a manner that increases the need for force and the level of force used, such conduct is inconsistent with the Department's policy and expectations.

You did not engage in any de-escalation during this incident. At the inception of the stop, your sole comments to the Subject were telling him to get back into the car using a raised voice. You failed to consider whether it was possible that the Subject did not know whether or why he was being pulled over, rather than immediately concluding that the Subject posed a threat. You went from giving brief orders with no explanation to rapidly turning the Subject around – causing the Subject's head to hit the car – and handcuffing him. You did not take any steps to diffuse the situation prior to doing so.

Your statement that the Subject presented a threat given his body positioning is not a reasonable inference from the Subject's conduct. The Subject exited his car; he did not engage in aggressive action or otherwise indicate

At your Loudermill Hearing, you said that your orders were to respond to complaints regarding loud mufflers in the Alki area. The Subject here revved his motor, and you indicated that his loud exhaust was in violation of an Alki ordinance. You said that when you stopped him, he got out of his car and did not respond to three requests to stay back. You said that in your experience, this is unusual and created a dangerous situation in which you could not safely control the scene, so you detained him for not providing an ID/obstruction. You indicated that the Subject provided static resistance, and therefore your response inadvertently caused him to "graze" the ski rack. You also said that you were given conflicting information from your supervisors regarding the proper way to report the incident.

Determination of The Chief:

I appreciate you providing me with this information. Your characterization that the Subject exited his car "very fast" and engaged in escalating, aggressive behavior is incompatible with available video. Further, your documentation that you took the Subject's phone because he was "rooting" through his pockets is inaccurate; the Subject had his phone in his hand for the entirety of the stop. Your description that the Subject used an aggressive stance, stood in a confrontational manner, or engaged in pre-fight indications are all contradicted by the video.

After considering this and all the information provided including OPA's investigation, I remain concerned that you have twice been disciplined under the same policies cited here. In 2019, you received a written reprimand for failing to de-escalate an encounter and another written reprimand for violating the Department's use of force policy. In just over three years with the Department, this is your third disciplinary incident, all involving de-escalation and use of force. Therefore, I have determined that a 9 day suspension is appropriate here.

Final Discipline

9 Day Suspension

DATE

07/07/2022

BY ORDER OF



CHIEF OF POLICE

APPEAL OF FINAL DISPOSITION

Appeals to a Commission:

SWORN EMPLOYEES: Public Safety Civil Service Commission

See Seattle Municipal Code 4.08.100. Employee must file written demand within ten (10) days of a suspension, demotion or discharge for a hearing to determine whether the decision to suspend, demote or discharge was made in good faith for cause. Information on the process for filing a claim with the Public Safety Civil Service Commission may be found on the Commission's website.

CIVILIAN EMPLOYEES: Civil Service Commission

Before filing an appeal with the Civil Service Commission regarding suspension, demotion, or termination an employee must first go through the Employee Grievance Procedure provided by Personnel Rule 1.4. In order to comply with Rule 1.4, the employee must file the grievance within 20 calendar days of receiving the notice of the appointing authority's decision to impose discipline. After exhausting the Employee Grievance Procedure, if the employee is still dissatisfied, the employee must file his/her appeal with the Civil Service Commission within 20 calendar days of the delivery of the Step Three grievance response. See also SMC 4.04.240, 4.04.260, and Personnel Rules 1.4.

SEATTLE POLICE DEPARTMENT MEMORANDUM

TO: Chain of Command
Unit B252T

DATE: July 8, 2022

FROM: Mike Fields
Executive Director of Human Resources

SUBJECT: Final Discipline-Jeffrey Allen-OPA 20-0253

Attached are the Cover Letter and Final DAR for Officer Allen. The Cover Letter and Final DAR need to be given to Officer Allen via his chain of command. Electronic copies have been or will be provided to all recipients copied on the cover letter.

Please have Officer Allen sign in the appropriate place below.

My signature below indicates that I have received the Cover Letter and Final DAR in OPA 20-0253.


Jeffrey Allen, #8574

7/21/22
Date

After providing Officer Allen with the documents, please complete the information below as appropriate.

Served by:

Mark Rhee
Rank/Printed Name


Date:

7/21/22

Date(s) Employee will serve suspension: 7/26, 7/25, 8/8, 8/11, 8/18, 8/24, 8/25, 8/30, 8/31

If not served within three days of issuance, provide explanation:

A copy of the suspension orders will be sent to the employee upon approval of the proposed day(s). All discipline must be completed within two pay periods absent written approval by the Executive Director of Human Resources. Vacation days may not be used in lieu of suspension without written permission from the Executive Director of Human Resources.

Signature: 

**On the day of service, scan the completed, signed receipt and send it to
SPD_EmploymentCounsel@seattle.gov
Original receipt should be returned within 7 days to SPD HR Unit (JC-05-01)**