



# OFFICE OF PROFESSIONAL ACCOUNTABILITY

## Closed Case Summary

Complaint Number OPA#2015-0237

Issued Date: 09/10/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.120 - Secondary Employment; IV.A. Secondary Employment Permit (Policy that was issued 03/19/14)
OPA Finding	<b>Sustained</b>
Final Discipline	Oral Reprimand

### **INCIDENT SYNOPSIS**

The named employee was working off-duty flagging.

### **COMPLAINT**

The complainant alleged that the named employee was working without a secondary employment permit on file.

### **INVESTIGATION**

The OPA investigation included the following actions:

1. Review of the complaint memo
2. Search for and review of all relevant records and other evidence
3. Interviews of SPD employees

## **ANALYSIS AND CONCLUSION**

Department Manual Police 5.120 (IV.A) requires employees to maintain current secondary employment permits in order to perform any work for a secondary employer. Permits are valid for a maximum of 365 days and employees must ensure that they are renewed in order to continue working for the secondary employer. The named employee did not have a valid permit on the day that he was observed working for the secondary employer. Upon learning of the expired permit, the named employee immediately renewed his permit.

## **FINDINGS**

### **Named Employee #1**

#### *Allegation #1*

The weight of the evidence showed that the named employee did not have a current secondary employment permit. Therefore a **Sustained** finding was issued for *Secondary Employment; IV.A. Secondary Employment Permit*.

Discipline imposed: Oral Reprimand

*NOTE: The Seattle Police Department Manual policies cited for the allegation(s) made for this OPA Investigation are policies that were in effect during the time of the incident. The issued date of the policy is listed.*