

March 30, 2020

Chief Carmen Best
Seattle Police Department
PO Box 34986
Seattle, WA 98124-4986

Dear Chief Best:

Please see the below Management Action Recommendation.

Case Number

- 2018OPA-0358 / 2020COMP-0005

Topic

- Special Commission Permits

Summary

- It was alleged that SPD Human Resources repeatedly re-issued a Special Commission work permit to a former SPD employee who had engaged in documented misconduct.

Analysis

- In OPA investigation 2015OPA-0370, a Special Commission SPD employee was found to have engaged in unprofessional conduct. OPA [issued a MAR](#) for that incident requesting action from SPD to ensure that Special Commission employees are held accountable to fundamental SPD policies.
- The same employee was identified in at least three other OPA complaints in 2015 and 2016.
- The Special Commission for the employee expired in April 2015. SPD HR renewed the employee's Special Commission in November 2016, despite being aware of pending misconduct complaints.
- OPA issued a Supervisor Action in 2017 requesting the HR Director to evaluate the employee's Special Commission status. The employee's file was said to have been 'flagged'; however, an HR employee told OPA that the information was not communicated from leadership down to staff. HR subsequently renewed his Special Commission again in November 2017.

Recommendation(s)

- Create guidelines to govern the approval, training, monitoring and recordkeeping for Special Commission employees. OPA has had meetings with SPD HR and Legal Affairs to discuss the progress in developing these new processes; however, as OPA's previous MAR on this matter is still active, OPA renews this recommendation.

Thank you for your consideration of this matter. I look forward to your response.

Sincerely,



Andrew Myerberg
Director, Office of Police Accountability