



★ This map shows what happens if the employee appeals the discipline through arbitration. Arbitration seeks to resolve disputes over discipline outside of the court system. An arbitrator is selected by both the City Attorney's office and either employee's labor union or the Public Safety Civil Service Commission (PSCSC)

Key Agents for Steps in Discipline

Chief of Police	City Attorney	Office of Police Accountability (OPA)*
Chain of Command (CoC) (not Chief of Police)	Labor & Employee	<i>* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.</i>
Chief of Police & Chain of Command	City Attorney, Labor & Employee	Dashed lines represent investigations
Chief of Police & City Director of Labor Relations	City Attorney, OPA & Chain of Command	
Office of Inspector General (OIG)	King County Prosecutor and SPD Criminal Investigation Bureau	

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