



Dishonesty Case

OPA received a complaint from an officer who alleged he was sent an envelope containing an anonymous, insulting message. The officer said the envelope might be from a lieutenant with whom he had a previous conflict. After receiving notice of the complaint, the lieutenant emailed OPA denying the allegations.

As part of its investigation, OPA fingerprinted the envelope; the prints matched the lieutenant's. OPA was also informed by the Latent Print Unit (LPU) that someone called asking whether the LPU did analysis for OPA. When the LPU responded in the affirmative, the caller hung up. OPA later determined that a call was placed to the LPU from the lieutenant's personal cell phone. During his OPA interview, the lieutenant denied sending the anonymous envelope or placing a call to the LPU.

Shortly after his interview, OPA sent the lieutenant notice of a new investigation into his potential dishonesty. He resigned from the Department prior to participating in any additional OPA interviews. The Chief of Police ultimately agreed that the [findings](#) against him, including [dishonesty](#), be sustained and determined that, had the lieutenant not resigned, his employment would have been terminated.

Rapid Adjudication

Rapid Adjudication is a contractually-bargained alternative dispute resolution that may be used when an employee recognizes their conduct was inconsistent with required standards and is willing to accept discipline in place of undergoing a full OPA investigation. The named employee can self-initiate the process or it can be initiated by OPA.

Although Rapid Adjudication has been piloted successfully in four cases this year, OPA has not yet formalized the process and is still collecting input from stakeholders. Nonetheless, please contact a Guild representative or OPA if you would like to consider using Rapid Adjudication in a case in which you are involved.

If you have questions, feedback, content requests, or to add/remove your name from this distribution list, please contact Anne Bettesworth, OPA Deputy Director of Public Affairs, at anne.bettesworth@seattle.gov.