



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2014-0775 and OPA#2015-0216

Issued Date: 09/22/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (10) Employee Shall Be Truthful and Complete in All Communications (Policy that was issued 07/16/14)
OPA Finding	Sustained
Allegation #2	<u>Seattle Police Department Manual</u> 5.001 (14) Employees Obey any Lawful Order Issued by a Superior Officer (Policy that was issued 07/16/14)
OPA Finding	Sustained
Final Discipline	Resignation in lieu of termination

INCIDENT SYNOPSIS

This closed case summary covers two separate OPA investigations.

In the first instance, the named employee, a student officer, on several different occasions had possible dishonesty issues regarding evidence recovery, leaving his shift early and an incident at the SPD Gun Range. In addition, the named employee was given a direct order by a Sergeant that he possibly disobeyed.

In the second instance, the named employee, a student officer, completed a police report for a non-injury collision. The Field Training Officer returned the report to the named employee as it was incomplete. The named employee returned the completed report and stated that he had obtained the missing phone number from the witness directly.

COMPLAINT

The complainant, a supervisor within the department, alleged that the named employee has had interactions and made several comments to Field Training Officers and Supervisors that appear not to be truthful or forthcoming with information. It is further alleged that the named employee wrote a false phone number on a Police Traffic Collision Report in order for it to be approved for submission by a Sergeant.

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

It is of the utmost importance to the Department and the public it serves that police reports are truthful, accurate and reliable. While some errors during training are to be expected and assisting and improving are the purpose of training, misrepresentation of facts is an entirely different matter and must be treated as such. The evidence showed that the named employee had not been truthful in all communications, including writing a false phone number on a police report. The named employee was also insubordinate to a Superior Officer after receiving a direct and lawful order.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the named employee was not truthful and complete in all communications. Therefore a **Sustained** finding was issued for *Employee Shall Be Truthful and Complete in All Communications*.

Allegation #2

The evidence showed that the named employee was insubordinate to a Superior Officer. Therefore a **Sustained** finding was issued for *Employees Obey any Lawful Order Issued by a Superior Officer*.

Discipline imposed: Resignation in lieu of termination

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.