



## **CLOSED CASE SUMMARY**

ISSUED DATE:     OCTOBER 14, 2019

CASE NUMBER:    2019OPA-0316

### **Allegations of Misconduct & Director’s Findings**

**Named Employee #1**

<b>Allegation(s):</b>		<b>Director’s Findings</b>
# 1	5.120 - Off-Duty Employment 8. Employees Must Report Each Off-Duty Shift in Blue Team	Allegation Removed
# 2	5.120 - Off-Duty Employment 13. Employees Must Log-In at the Beginning of Their Off-Duty Shifts and Log-Off at the End of Their Shifts	Allegation Removed
# 3	5.120 - Off-Duty Employment 4. Employees Must Request Approval for all Law Enforcement Related Off-Duty Employment and Business Activities	Rapid Adjudication - Sustained

**Imposed Discipline**

**Suspension without Pay – 1 day**

### **EXECUTIVE SUMMARY:**

It was alleged that the Named Employee worked secondary employment without a permit and did not complete administrative tasks required for that secondary employment.

### **ADMINISTRATIVE NOTE:**

The Complainant, a Department Lieutenant, alleged that Named Employee #1 (NE#1) worked secondary employment on multiple occasions without a valid permit and that NE#1 did not complete administrative tasks relating to that secondary employment.

After reviewing the complaint and completing its intake investigation, OPA determined that this case could be appropriate for resolution by means of Rapid Adjudication (RA). RA is provided for in the Seattle Police Officers’ Guild’s collective bargaining agreement (CBA) with the City. It allows, among other things, for employees to recognize that their conduct was inconsistent with Department policies and standards, and to accept discipline for the policy violation rather than undergoing a full OPA investigation.

OPA sent a correspondence to NE#1 informing him that his case was a potential candidate for resolution through RA. In addition, and consistent with the procedure set forth in the CBA, OPA forwarded to the Chief of Police its recommended disposition as well as proposed discipline in the form of a 1-day suspension. The Chief of Police concurred with OPA’s recommended findings and proposed discipline. NE#1 also agreed to the discipline and, in doing so, stipulated that the finding and discipline were final and could not be appealed or otherwise later disputed.



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**Named Employee #1 - Allegation #1**

***5.120 - Off-Duty Employment 8. Employees Must Report Each Off-Duty Shift in Blue Team***

As a result of RA being agreed to and applied to NE#1's actions in the context of Allegation #3, the remaining allegations in this case were removed.

Recommended Finding: **Allegation Removed**

**Named Employee #1 - Allegation #2**

***5.120 - Off-Duty Employment 13. Employees Must Log-In at the Beginning of Their Off-Duty Shifts and Log-Off at the End of Their Shifts***

As a result of RA being agreed to and applied to NE#1's actions in the context of Allegation #3, the remaining allegations in this case were removed.

Recommended Finding: **Allegation Removed**

**Named Employee #1 - Allegations #3**

***5.120 - Off-Duty Employment 4. Employees Must Request Approval for all Law Enforcement Related Off-Duty Employment and Business Activities***

SPD Policy 5.120-POL-4 requires any Department employee who works off-duty to have a valid and approved secondary employment permit.

As noted above, NE#1 acknowledged working secondary employment without a valid permit. By agreeing to proceed with RA, NE#1 recognized that his actions in this case were inconsistent with Department policy. He further accepted the discipline recommended by OPA and issued by the Chief of Police. As such, OPA recommends that this allegation be Sustained – Rapid Adjudication. This finding is both final and binding.

Recommended Finding: **Rapid Adjudication - Sustained**