



Seattle Office of Police Accountability

May 29, 2019

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

- 2015OPA-0370

Topic

- Secondary Employment

Summary

- It was alleged that the Named Employee, now a Special Commission holder, violated *SPD Policy 5.001-POL-10 Standards and Duties – Employees Shall Strive to be Professional*.

Analysis

- *SPD Policy 5.001-POL-10* instructs that “employees may not engage in behavior that undermines public trust in the Department, the officer, or other officers.”
- If the Named Employee still held employment with the Department, OPA would recommend that this allegation be Sustained and that discipline be imposed. However, the Named Employee no longer works for the Department and, instead, possesses a Special Commission that permits him to work off-duty.

Recommendation(s)

- Create guidelines to govern the approval, training, monitoring, and recordkeeping for holders of Special Commissions, ensuring that these individuals are held accountable to fundamental SPD policies, such as force, bias, professionalism, and the reporting of serious misconduct.
- OPA also flagged these issues for the Office of Inspector General, which agreed to add it to its 2019 work plan.
- It is OPA’s understanding that SPD is already working on policies in this area and some of the above-referenced recommendations may have already been implemented.

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

Sincerely,

AM

Andrew Myerberg
Director, Office of Police Accountability