



December 17, 2024

TO: Council President Sara Nelson
Councilmember and Public Safety Chair Bob Kettle
City Attorney Ann Davison
CPC Interim Executive Director Eci Ameh
CPC Chair Joel Merkel
Inspector General for Public Safety Lisa Judge
OPA Interim Director Bonnie Glenn
SDHR Director Kimberly Loving
Complainant #1
Complainant #2

RE: Findings for OIG Investigation 2023OIG-0286

Introduction and Overview

I write pursuant to Seattle Municipal Code Section 3.29.580, as enacted by Section 1 of Ordinance 126628 (the “Ordinance”), to provide notice of the completed investigation and findings for case number 2023OIG-0286.

This case involves allegations of misconduct against former Chief of Police Adrian Diaz. As such, pursuant to the Ordinance, this matter was subject to the jurisdiction of the Office of Inspector General for Public Safety (OIG).¹ The OIG retained an outside investigator – the law firm of Barran Liebman LLP – to conduct the investigation.

The OIG transmitted the completed investigation file to the Mayor’s Office on November 20, 2024. The Ordinance requires that, no later than 30 days after receiving the completed investigation file, the Mayor provide notice to specified recipients.² This notice must include the following:³

- A. *A statement on the investigation and its findings, including whether the Chief’s actions were consistent with SPD department policy as articulated in the SPD police manual, the City’s values, and SPD’s values to protect and serve;*
- B. *Notification of whether the Mayor intends to discharge the Chief or take any disciplinary action against the Chief, regardless of when such action will be final; and*
- C. *Investigative detail that mirrors the detail that would otherwise be provided to the public by OPA in a closed case summary, discipline action report, or other related report.*

This transmission, and the letter attached hereto, complies with these requirements.

¹ Ordinance, SMC 3.29.520.

² Ordinance, SMC 3.29.580 and SMC 3.29.530(B).

³ Ordinance, SMC 3.29.580(A) – (C).

Notice of Findings and Conclusions

First, as an overarching matter and relying on the investigation, I conclude that former Chief of Police Diaz acted inconsistently with four SPD policies:

- Dishonesty – SPD Policy 5.001-POL-11
- Professionalism – SPD Policy 5.001-POL-10
- Avoiding and Disclosing Conflicts of Interest – SPD Policies 5.001-POL-18 & 5.001-POL-19
- Improper Personal Relationships – SPD Policies 5.130-POL-2 & 5.130-POL-3

Second, based on these policy violations, I intend to terminate former Chief of Police Diaz's employment.

Third, I have attached a letter that provides additional detail on these findings and determinations.

Thank you for your attention to these matters.

Sincerely,

A handwritten signature in black ink, appearing to read "Bruce A. Harrell". The signature is fluid and cursive, with the first name "Bruce" and last name "Harrell" clearly distinguishable.

Bruce A. Harrell
Mayor of Seattle