



August 30, 2022

Director Gino Betts  
Office of Police Accountability  
PO Box 34986  
Seattle, WA 98124-4986

Dear Director Betts,

Please see the below Management Recommendation response

**Case Numbers:** 2019OPA-0886/2019COMP-0024

**Topic:** Medical Leave

**Summary of the Management Action:**

It was alleged that the Named Employee violated Department policy while on medical leave under the Family Medical Leave Act (FMLA) by leaving their place of recovery and engaging in recreational travel without seeking prior approval from the Department.

**Original Recommendation:**

Modify policy and the associated leave paperwork to require employees to seek approval from Employment Service Lieutenant (or a successor to that position) prior to leaving their place of recovery under FMLA Leave.

**Action Taken:**

SPD Human Resources Director reached out to the City Attorney's Office weigh in on the feasibility of this recommendation. They indicated that requiring employees to obtain authorization to leave their "place of recovery" would need to be bargained with the Union representing the employee. SPD is currently in negotiations on a variety of topics, including leave tracking, but there has been no resolution as of now. Due to the length of time this Management Action has been open, SPD is declining action at this point. If negotiations result in a change in policy, SPD will notify OPA.

**SPD Considers this Management Action:**

Declined

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "Adrian Z. Diaz".

Adrian Z. Diaz  
Chief of Police