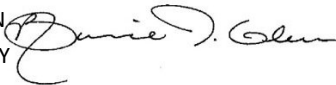




CLOSED CASE SUMMARY

ISSUED DATE: JUNE 25, 2025

FROM: INTERIM DIRECTOR BONNIE GLENN
OFFICE OF POLICE ACCOUNTABILITY 

CASE NUMBER: 2025OPA-0046

Allegations of Misconduct & Director's Findings

Named Employee #1

Allegation(s):		Director's Findings
# 1	5.001 - Standards and Duties 5.001-POL 11. Employees Will Be Truthful and Complete in All Communication	Sustained
# 2	5.002 - Responsibilities of Employees Concerning Alleged Policy Violations 11. Employees Will Cooperate with Department Internal Investigations	Sustained

Proposed Discipline

Resigned Prior to Proposed DAR – Termination

This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections are written in the first person.

ADMINISTRATIVE NOTE ON PROPOSED FINDINGS:

When the OPA Director recommends a sustained finding for one or more allegations, a discipline committee, including the named employee's chain of command and the department's human resources representative, convenes and may propose a range of disciplinary to the Chief of Police. While OPA is part of the discipline committee, the Chief of Police decides the imposed discipline, if any. See OPA Internal Operations and Training Manual section 7.3 – Sustained Findings.

EXECUTIVE SUMMARY:

Named Employee #1 (NE#1) was interviewed on January 14, 2025, as the named employee in 2024OPA-0363. During the interview, NE#1 denied sending sexual text messages to her subordinate officer (Officer #1). OPA alleged NE#1's statements were not truthful and complete, and that NE#1 failed to cooperate with an internal investigation.

ADMINISTRATIVE NOTE:

On May 23, 2025, the Office of Inspector General certified this investigation as thorough, timely, and objective.

STATEMENT OF FACTS:

This case is one of several related investigations concerning a sergeant and her subordinate police officer. In this case, the sergeant is NE#1. The police officer is Officer #1.



The Complainant was assigned to supervise a patrol squad in April 2024. Officer #1 was one of the police officers in NE#1's squad. Thereafter, NE#1 and Officer #1 began a personal relationship, texting each other, and meeting for coffee—the exact nature of their interactions over text and in person are central to this series of cases. Both NE#1 and Officer #1 described their personal relationship diminishing around August 2024, though their characterizations of this occurrence differed. Beginning in September 2024, NE#1 and Officer #1 filed a series of back-and-forth allegations between each other. An outline of these cases is provided in “Case Timelines” below.

1. Case Timelines

The timelines of the OPA cases¹ involving NE#1 and Officer #1 are:

- 2024OPA-0363: On September 11, 2024, Officer #1 reported that NE#1 was retaliating against him by not allowing him to work as an Acting Sergeant. NE#1 received her Classification Notice on October 11, 2024. OPA recommended findings on May 6, 2025.
- 2024OPA-0405: On October 15, 2024, NE#1 alleged Officer #1 physically assaulted her on August 5, 2024, by putting his hand over her mouth to prevent her from speaking to another sergeant. Officer #1 received his Classification Notice on February 27, 2025. The investigation is ongoing.
- 2024OPA-0410: On October 22, 2024, NE#1 alleged Officer #1, (1) was insubordinate by attempting to work as an acting sergeant when she had told him he could not, (2) retaliated against her by filing a complaint against her before she could report him for insubordination, sexually harassing texts on August 29, 2024, and the physical assault, (3) was dishonest by filing a complaint alleging she retaliated against him by not letting him work as an acting sergeant, and (4) discriminated against her due to her gender. NE#1 also alleged her Watch Commander refused to let her report these violations on September 13, 2024. Officer #1 received his EEO Classification Notice on November 4, 2024, and OPA Classification Notice on November 15, 2024. OPA recommended findings on May 13, 2025.
- 2024OPA-0437: On November 10, 2024, Officer #1 alleged NE#1's allegations in 2024OPA-0410 were retaliation against him. NE#1 received her Classification Notice on December 11, 2024. OPA recommended findings on May 6, 2025.
- 2025OPA-0046 (this case): On February 7, 2025, OPA alleged NE#1 was not truthful or complete and failed to fully cooperate during her January 14, 2025, OPA interview in 2024OPA-0363 when she denied sending sexual text messages to Officer #1. OPA sent NE#1 her Classification Notice on February 13, 2025.
- 2025OPA-0147: On April 23, 2025, it was alleged that NE#1 fled and hid from Washington State Patrol after committing a traffic violation while riding a motorcycle. NE#1 received her Classification Notice on May 21, 2025.
- 2025OPA-0161: On April 30, 2025, NE#1 alleged Officer #1 committed “perjury” by stating in a sworn document that an EEO investigator showed concern regarding the possibility of retaliation by NE#1 against Officer #1's family. Officer #1 received his Classification Notice on May 30, 2025.

¹ SPD's EEO Office and the City of Seattle Human Resources are also investigating other aspects of the allegations between the Complainant and NE#1 that are within their respective jurisdictions.



2. Summary of Evidence

The evidentiary background of this case is summarized in detail in the DCM for 2024OPA-0363. Specifically, text message records provided by NE#1 and Officer #1 are summarized in that DCM. This evidence was fully considered in this investigation but is not re-summarized here. During the investigation of that case, OPA interviewed NE#1 on January 14, 2025, and asked her a series of questions about these text message records. The allegations in this a case concern NE#1's responses to those questions.

OPA reinterviewed NE#1 for 2024OPA-0363 on February 13, 2025.

OPA interviewed NE#1 specifically about the allegations in this case on May 6, 2025.

a. January 14 Interview (2024OPA-0363)

NE#1 acknowledged having a personal relationship with Officer #1, which she characterized as a "friendship." She was asked: "Did you send messages of a sexual nature to [Officer #1]." She responded, "No." OPA asked NE#1 about the message that she wanted to pin Officer #1 down and make him "flip" her over and "take" her "hard." This exchange was as follows:

OPA: Did you send messages of a sexual nature to [Officer #1]?

NE#1: No.

OPA: You didn't send [Officer #1] messages that you wanted to pin him down or make him flip you over and take you hard?

NE#1: I saw those messages and I cannot prove that though--that I sent those like I do not have those phone records that show that. I went back and tried to check. I've seen those messages because you supplied them to the court, but I can't say that I sent those messages.

OPA: Did you send the messages? Yes or No?

NE#1: I don't know. Not those messages.

OPA: So you did not send those messages about...

NE#1: I invited him to a party at my, at a house, at my house, but I did not send him messages about flipping him over.

OPA: Okay.

NE#1 denied discussing sexual matters with Officer #1 on duty.



NE#1 provided OPA with a series of text message screenshots beginning around September 1, 2024. NE#1 stated she could not provide any prior messages because hers “only go back two and a half months,” and she could not go back any further. NE#1 said she rebuffed Officer #1, noting, “We had a friendship, and I turned him down multiple times. All of those are basic messages people send each other.”

b. February 13 Interview (2024OPA-0363)

NE#1 stated that Officer #1 would “flirt” with her, by leaving notes on her desk that said things like, “I was here,” or “I miss you.” She characterized these as “repetitive small notes.” She stated he would offer to grab her lunch at the grocery store, and she always turned him down. She stated they texted a lot, and he would try to call her after work.

NE#1 acknowledged flirting back with Officer #1 at the beginning, by throwing candy at him and texting. She stated it then “devolved into inappropriate texting.” She characterized this as talking about where to go on vacation, and it “devolved into” “I would like a cabin in the rain, or, here’s a reel about a cabin in the rain, things like that.” She said these messages were a “mistake.” She said she no longer had those texts, and that the ones she provided went back “as far as my carrier would let me.” She said the flirtation lasted, “Maybe two weeks.”

NE#1 acknowledged sending the texts about her party at the beginning of August. She admitted sending the message, “I promise not to get you drunk and take advantage.” When asked what she meant by this, she said, “That I wasn’t going to get drunk and take advantage of him.”

When asked whether she sent the message “Why do I want to be next to you and touch you,” she replied: “Uh. [Inaudible] where is—I don’t, I don’t know if I sent that, that does, it looks like there should be more to this message.” When asked how she could remember the party messages, but not whether she sent the “touch you” message, she stated that she did not host parties that often. OPA engaged the following line of questioning:

OPA: Did you send him other messages about wanting to touch him?

NE#1: I--there were flirtatious messages. Maybe?

OPA: Okay.

NE#1: I don’t, I mean obviously I don’t have my, copies don’t go back that far.

OPA: The, these are from seven-ish months ago.

NE#1: Yeah.

OPA: Is, is there a reason that you wouldn’t be able to remember conversations from seven months ago?

NE#1: Because there was hundreds of text messages exchanged.



OPA: Okay.

NE#1: Like I (inaudible) like events I remember, but specific things I said I mean, I, if it's in here, probably sent it, but I don't know, where's the rest of this conversation? What did he respond to this?

OPA: Okay.

NE#1: Like.

OPA: Um, did you want to touch him?

NE#1: Maybe, in theory.

OPA: Okay.

NE#1: But I would never act on it.

OPA: These are, so just slightly before those ones from July 29 these are page 5, also screenshotted text messages and these are time stamped from July 29. In this screenshot is a message, "I want to take your uniform off. I'm good with belt keepers." Did you send this message?

NE#1: I'm the blue one in this one.

OPA: No.

NE#1: No, because I sent that reel. "Do you shave?" I would be the blue one in this.

OPA: Yeah, you, you sent the reel that's on the left, in the gray there's just a blue, blue box on it.

NE#1: I don't, I don't recall sending this, but...

OPA: But you remember sending the reel?

NE#1: Yes, I sent him [inaudible] reels.

NE#1 then implied that the messages could have been "altered" and were not "complete." After being told these were reviewed on the phone in the EEO office, NE#1 said: "But, yeah, I mean, I [inaudible]--I, I, I sent. Yeah, I must, I've sent these. Yes, I've, I said stuff like that. I don't remember seeing this exactly, but I said stuff like that for sure." NE#1 said she did not remember asking Officer #1 if he "shaves" but did send him a reel. She also acknowledged telling NE#1 he was a "high quality man" that "a lot of women would want to be with." She described the text about seeing Officer #1 run out in his underwear as an "inside joke."



OPA summarized: “Okay. All right, so some of these messages you can't recall sending directly, but you did send some of them talking about wanting to touch him, or that he's a high-quality man?” NE#1 replied: “Yes.” NE#1 agreed that the reason she could not remember some of the messages was that there were so many messages between them. NE#1 stated she felt the messages were “pieced together” and “missing significant texts sent by [Officer #1].” She also stated there should be a “way to show that none of it was modified as well.”

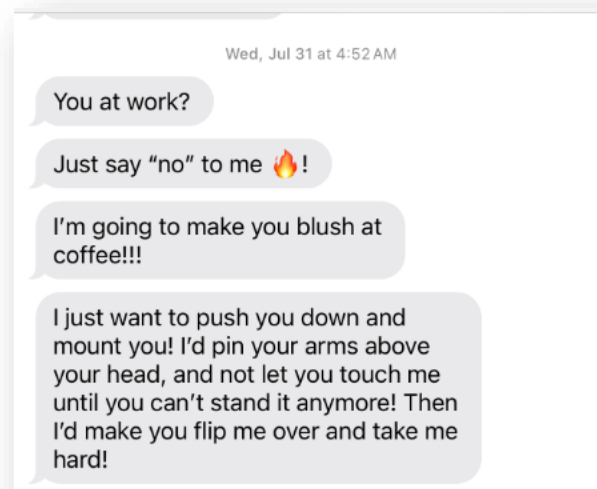
c. May 6 Interview (2025OPA-0046)

When asked about the text messages, NE#1 noted she did not have a record of the messages, as her phone was set up to automatically delete messages.

Concerning the messages sent on July 31, 2024,² NE#1 denied having “an independent recollection” of exactly what was sent in the text message. She stated that, after looking at her own phone records, she saw that these messages correlated with a forty-four-minute phone call she made to Officer #1 as she drove into work. She stated, “So, it is absolutely possible that I sent these because we did have a very flirtatious relationship.”

OPA asked NE#1 about series of undated text messages where NE#1 texted Officer #1, “Btw I love how [another officer] talked about how strong you are today.. for sure made me want to touch you right then [emoji],” and “I hope people don’t catch me looking at you,” and “Why do we have this connection? I blame you[.]” At first, NE#1 denied this was sexual in nature, stating it was “very flirtatious.” Later, when asked to elaborate, NE#1 said, “Touching someone isn’t necessarily sexual, but in this context, that is a sexual message.” NE#1 said she did not remember sending these messages but stated she remembered sending the conversation that immediately followed

² The record of this message indicated NE#1 texted Officer #1 around 4:52 AM on July 31, 2024, including the following messages:





in the same screenshot. She concluded, "So, I remember sending the bottom part of that, which, most likely I sent the top part too. I'm not saying I didn't send it."

OPA asked NE#1 whether she would still deny having sent Officer #1 messages of a "sexual nature." NE#1 asked the OPA investigator to clarify the definition of "sexual nature." The OPA investigator offered, "anything relating to sex." NE#1 replied, "Okay. So I would, yes, yes. Yes, I did send them of a sexual nature. There are flirtatious ones."

OPA asked NE#1 why she denied sending messages of a sexual nature to Officer #1 in her January 14 interview. NE#1 responded, "Because I don't have an independent recollection of the individual messages that we sent to each other. But after comparing it to my phone records, more likely than not, I sent these. So yes, my answer would have to be yes." NE#1 added that at the time she was asked the question she did not have access to her own phone records to compare them like she had since been able to do. Asked later to elaborate why she initially denied sending messages of a sexual nature to Officer #1, NE#1 said, "Because let's take one of these for instance. To me, Kissing doesn't have to be sexual. Or, hey I want to touch you. Like holding hands doing that stuff, that's like minor. But there are sexual things in here. I mean sexual, flirtatious, it's subjective."

OPA asked NE#1 what something being of a "sexual nature" meant to her. She responded that it included, "actions that are specifically sexual." NE#1 acknowledged that the July 31, 2024, messages were, "definitely sexually explicit."

OPA asked if NE#1 had anything else to add to her statement. She noted she provided OPA with all the text messages she had between herself and Officer #1, as well as phone records and other things she was using to refresh her memory. She said that she is trying to use the information she has to make an informed decision, closing, "I'm not blatantly trying to be dishonest."

ANALYSIS AND CONCLUSIONS:

Named Employee #1 — Allegation #1

5.001 — Standards and Duties 5.001-POL 11. Employees Will Be Truthful and Complete in All Communication

OPA alleged NE#1 was not truthful and complete in her January 14 interview when asked about her text messages.

SPD Policy 5.001-POL-11 requires Department employees to be truthful and complete in all communications.

OPA recommends this allegation be Sustained.

OPA explained at length in the DCM for 2024OPA-0363 its reasoning for finding that NE#1's course of conduct throughout these investigations lacked candor. That reasoning hold for the specific findings in this investigation.

In her January 14 interview, NE#1 flatly denied sending messages "of a sexual nature" to Officer #1. When asked about specific messages in that interview and later interview with OPA and EEO, NE#1 repeatedly tried to cast doubt on the authenticity of the text messages, relied on overly technical distinctions about whether her own records



could corroborate the evidence against her, and claimed she had no “independent recollection” of sending specific text messages. OPA does not find NE#1’s explanations credible based on the evidence provided.

Contrary to her initial denial, OPA finds, by more than a preponderance of the evidence, that NE#1 sent many messages of a “sexual nature” to Officer #1. In addition to the overall flirtatious tone of the messages between NE#1 and Officer #1, NE#1 sent multiple specific messages of an obviously sexual nature. These included, among other things, telling Officer #1 she wanted to “touch” him, hoped others would not “catch” her looking at him, discussing their “connection,” saying “you want to get to me! You have to kiss me all sorts of ways,” saying she would “take it slow” with Officer #1 and make him “want it bad,” discussing how she would take Officer #1’s uniform off, and telling Officer #1 he was “sexy.” As NE#1 acknowledged in her OPA interview for this case, her messages on July 31, 2024, about pushing Officer #1 down to “mount” him and making him “flip” and “take” her “hard,” were explicitly sexual.

OPA has no reason to doubt the authenticity of these text messages and explicitly finds by more than a preponderance of the evidence that NE#1 sent all the messages to Officer #1 as alleged. Officer #1 provided these directly to SPD EEO’s investigator and discussed their origin and authenticity with both EEO and OPA. Officer #1 acknowledged he deleted some messages at NE#1’s request but denied being able to “add” in text messages that were not sent. Ultimately, NE#1 herself acknowledged sending messages of a sexual nature to Officer #1.

When asked about specific messages—both on January 14 and repeatedly throughout these related investigations—NE#1 somewhat avoided the questions by focusing whether her own records could “prove” that she sent the message. NE#1 also denied remembering sending these messages. OPA finds NE#1’s responses lacked credibility. It’s unlikely that NE#1 did not remember sending messages of a “sexual nature” to Officer #1. NE#1 clearly recalled other events and context from the time of these messages. And these text messages were a notable event to her. According to NE#1, she planned as early as September 10, 2024, to file a complaint against Officer #1 based, in part, on their text messages. NE#1 also told the EEO investigator on March 11, 2025, that Officer #1 asked her to send him nude pictures and that he was harassing her. OPA finds by more than a preponderance of the evidence that NE#1 would still have remembered the sexual nature of these text exchanges about six months afterwards, even if NE#1 could not recall the precise wording of the sexual messages themselves.

OPA finds by more than a preponderance of the evidence that NE#1 was not truthful and complete during her January 14, 2025, OPA interview. Most specifically, her response “No” to the question of whether she sent messages of a “sexual nature” to Officer #1 was neither truthful nor complete. Her later responses that the messages were somehow altered or missing “context,” and fixation on “corroborating” the messages against her own text records and call logs were not persuasive. Quite the opposite. NE#1’s later attempts to confound the facts only corroborated her own knowledge that her responses to OPA’s questions on January 14, 2025, were dishonest.

Accordingly, OPA recommends this allegation be Sustained.

Recommended Finding: **Sustained**

Named Employee #1 — Allegation #2



5.002 — Responsibilities of Employees Concerning Alleged Policy Violations 11. Employees Will Cooperate with Department Internal Investigations

OPA alleged that NE#1 failed to cooperate with a Department internal investigation.

SPD Policy 5.002-POL-11 requires Department employees cooperate with Department internal investigations. Cooperation is defined broadly as truthfully answering all questions, rendering “complete, comprehensive” statements, and providing all available material related to the investigation. SPD Policy 5.002-POL-11. Statements must include “all material facts and circumstances” about the subject of the investigation that are known to the employee. *Id.* Relatedly, omissions of material facts are defined as a failure to cooperate. *Id.*

For all the reasons set forth above at Allegation #1, OPA finds that NE#1 failed to cooperate with OPA’s investigation.

But, even if OPA found the evidence did not meet the high bar to prove dishonesty—which it does—OPA would still recommend this allegation be Sustained. SPD employees’ obligations of cooperation under 5.002 are broader than the requirement to be “truthful and complete” under 5.001. This is especially the case considering the strict construction imposed on dishonesty allegations under Article 3.1 of the SPOG CBA. SPD employees are obligated to “cooperate” with OPA, including by providing “complete, comprehensive” statements. They cannot confine their answers to strict, narrow constructions. They must be forthcoming with relevant information.

Here, NE#1 was asked if she sent text messages of a “sexual nature” to Officer #1. Even if she did not recall each specific message sent or wished to provide “context” or disclaimers, the answer to this question was clearly affirmative - she and Officer #1 engaged in explicitly sexual banter over a short period around July and August of 2024. NE#1 variously described the messages as between two consenting adults, harassing, and noted that Officer #1—her immediate subordinate—even asked her to send him nude pictures. NE#1 stated she intended to file a complaint based on this and ultimately did file Department allegations on October 22, 2024, that Officer #1 “sexually propositioned” her and that his messages constituted “sexual harassment.” Her earlier explicit messages to Officer #1 were all relevant to this series of events and would have been fresh on NE#1’s mind in September 2024. OPA finds unconvincing that NE#1 would have forgotten the nature of her text messages with Officer #1 in the few intervening months before January 2025. NE#1’s responses in her January 14, 2025, OPA interview fell well short of what policy required.

Accordingly, OPA recommends this allegation be Sustained.

Recommended Finding: **Sustained**