



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-0994

Issued Date: 04/20/2016

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (2) Employees Must Adhere to Laws, City Policy and Department Policy (Policy that was issued 04/01/2015)
OPA Finding	Sustained
Final Discipline	No Discipline – Employee separated from the Department

Named Employee #2	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (2) Employees Must Adhere to Laws, City Policy and Department Policy (Policy that was issued 04/01/2015)
OPA Finding	Sustained
Final Discipline	No Discipline – Employee separated from the Department

INCIDENT SYNOPSIS

The Named Employees had meetings with their supervisor during the course of their regular duties.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the Named Employees recorded their supervisor during a private meeting without her knowledge and permission in violation of RCW 9.73.030.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint email
2. Interview of the complainant
3. Search for and review of all relevant records and other evidence
4. Interview of SPD employees

ANALYSIS AND CONCLUSION

Several meetings had taken place between the Named Employees and their supervisor. The Named Employees indicated that they each separately recorded a meeting on their personal phones with their supervisor. This information was forwarded to OPA for investigation. The case was classified as a potential crime and was referred for criminal investigation. The Prosecutor declined to file criminal charges because the criminal case did not meet filing standards. The case was returned to OPA for administrative investigation. OPA interviewed Named Employee #1 and other employees working in her unit. Named Employee #2 had already separated from employment and provided a written statement.

FINDINGS

Named Employee #1 and #2

Allegation #1

The preponderance of the evidence from this investigation supports the conclusion that both Named Employees made unauthorized recording(s) of meeting(s) with their supervisor. Therefore a **Sustained** finding was issued for *Employees Must Adhere to Laws, City Policy and Department Policy*.

Discipline imposed: No Discipline – Employees separated from the Department

NOTE: The Seattle Police Department Manual policies cited for the allegation(s) made for this OPA Investigation are policies that were in effect during the time of the incident. The issued date of the policy is listed.