



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-1172

Issued Date: 06/14/2017

| Named Employee #1 | |
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| Allegation #1 | <u>Seattle Police Department Manual</u> 5.060 (II) Employee Political Activity: Prohibited Campaign Activity (Policy that was issued July 13, 2004) |
| OPA Finding | Not Sustained (Training Referral) |
| Final Discipline | N/A |

INCIDENT SYNOPSIS

The Named Employee appeared in a television commercial for a State Ballot Initiative.

COMPLAINT

The complainant alleged the Named Employee was violating policy by endorsing an initiative on television commercials.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint
2. Search for and review of all relevant records and other evidence
3. Interviews of SPD employees

ANALYSIS AND CONCLUSION

The preponderance of the evidence showed that the Named Employee may have been placed in a position where he and his position with the Seattle Police Department (SPD) was inappropriately used to endorse a State Ballot Initiative. The evidence showed that the Named Employee thought he had been given permission from the Chief of Police and clearance by the SPD legal advisor to appear in a television commercial promoting the initiative. However, this was shown to be a false assumption based on unclear communication and a failure on the part of the Named Employee to request the permission and legal opinion in writing. The OPA Director also found that the Named Employee was likely unaware of exactly how his name and position with SPD would or would not be displayed in the commercial.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the Named Employee would benefit from additional training. Therefore a finding of **Not Sustained** (Training Referral) was issued for *Employee Political Activity: Prohibited Campaign Activity*.

Required Training: The Named Employee should be reminded by his supervisor regarding the importance of obtaining all legal opinions and permissions from superior officers in writing before participating in anything that might be portrayed as a use of his position with the SPD to endorse a candidate for elective office and/or a ballot initiative.

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.