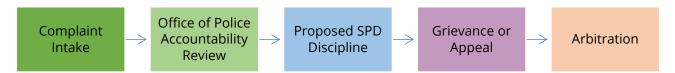


#### SPD Disciplinary Process Roadmap

The Office of Inspector General (OIG) provides the following roadmap to assist interested stakeholders, including the public, with understanding the City process for handling complaints alleging Seattle Police Department (SPD) officer misconduct. It walks the reader through major actions in the process, from initial receipt of a complaint through possible avenues for resolution.

This roadmap does not reflect all internal steps taken by agencies that support the process. Contents have been verified by applicable agencies as identified on the map.

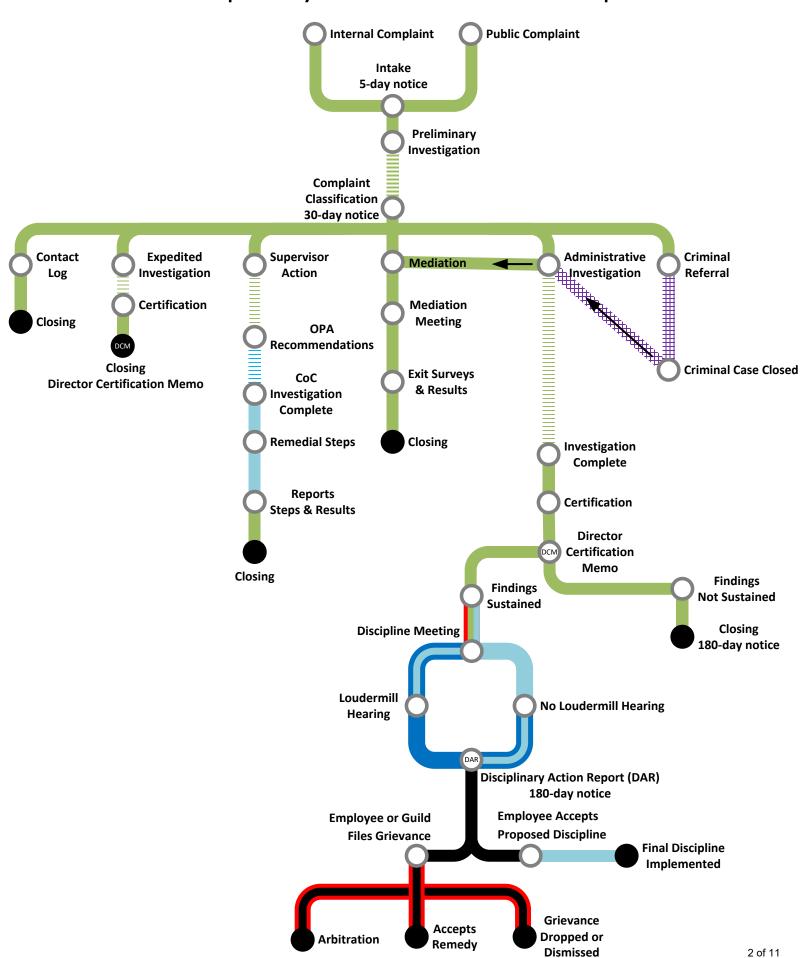
The main elements of a complaint consist of initial filing, review by the Office of Police Accountability with Office of Inspector General oversight, proposed disciplinary action if any by SPD, then exercise of any invoked grievance or appeal rights of the officer named in the complaint (the named employee).



#### Contents include the following:

1. Process Overview
2. Intake and Contact Log
3. Classification
A. Expedited Investigation
B. Supervisor Action
C. Mediation
D. Administrative Investigation
E. Criminal Referral
4. Proposed Discipline
5. Grievance or Appeal
6. Arbitration

# Disciplinary Process Overview Map



#### **Key Agents for Steps in Discipline**

Chief of Police

Chain of Command (CoC) (not Chief of Police)

Chief of Police & Chain of Command

Chief of Police &
City Director of Labor Relations

City Attorney

Labor & Employee

City Attorney, Labor & Employee

City Attorney, OPA & Chain of Command

King County Prosecutor and SPD Criminal Investigation Bureau

Office of Police Accountability (OPA)\*

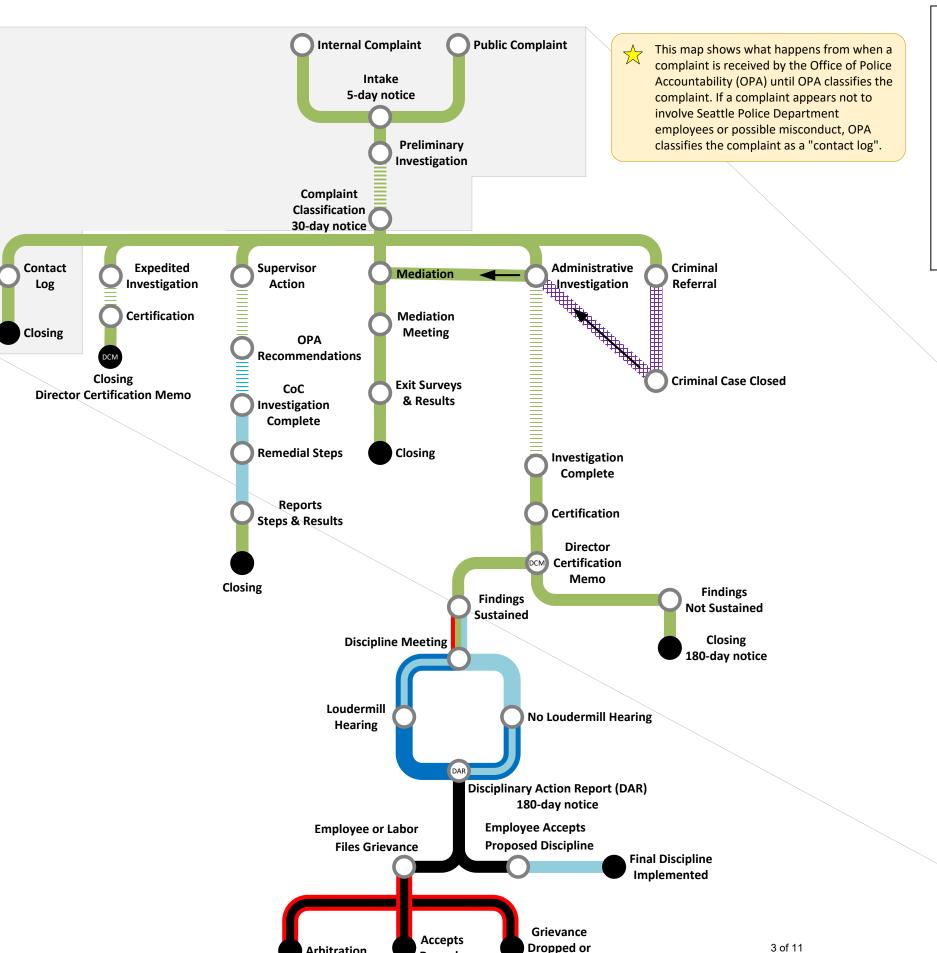
\* Office of Inspector General (OIG) provides active oversight of OPA processes. In certain instances OIG will perform disciplinary process steps in lieu of OPA.

Dashed lines represent investigations

Seattle Office of Inspector General

© 2019 Seattle OIG 06-18-2019

## Disciplinary Process - Intake Overview Map

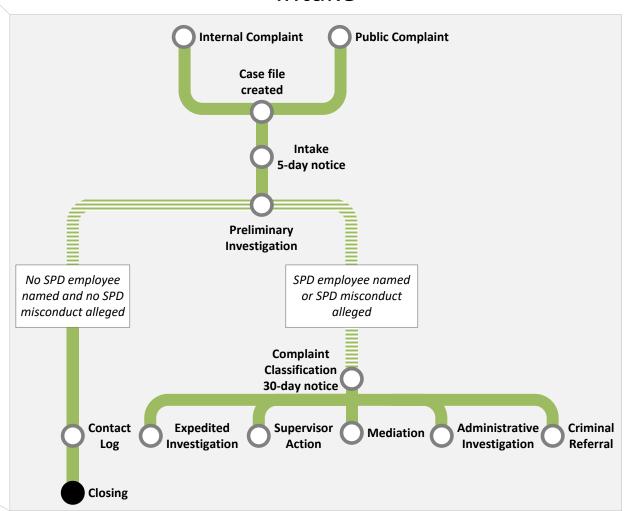


Remedy

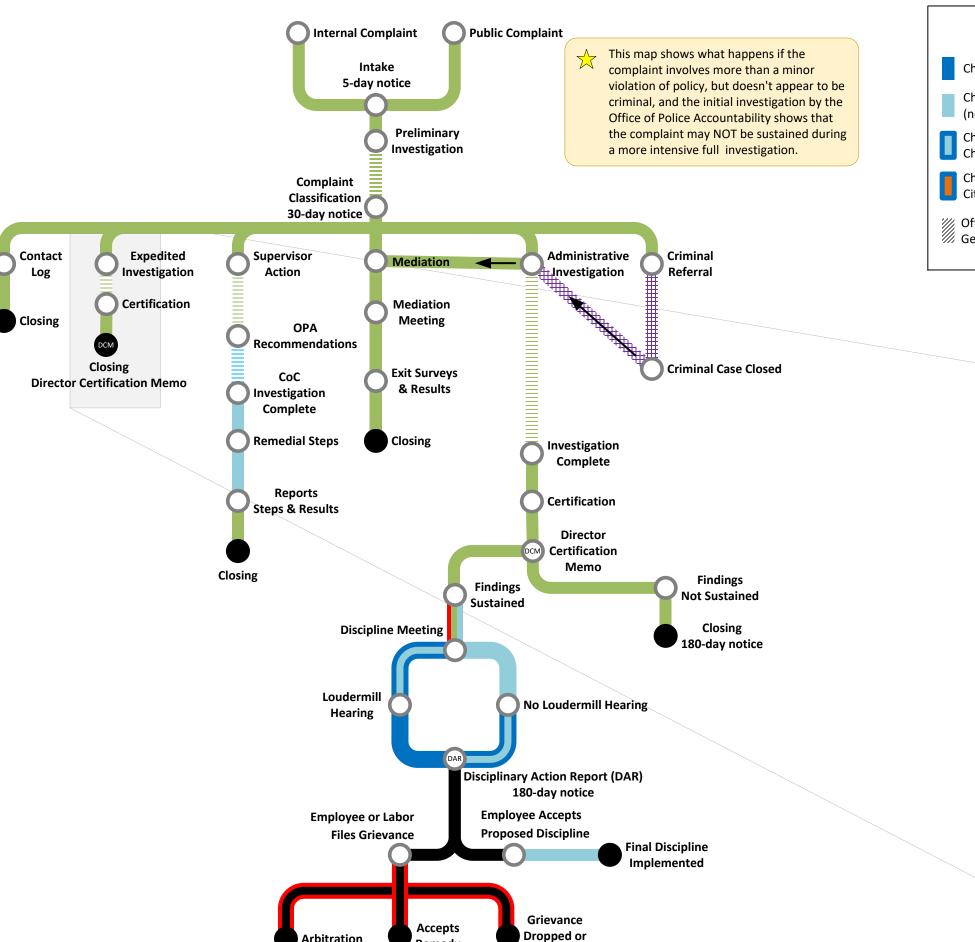
Dismissed



#### Intake



## Disciplinary Process – Expedited Investigation Overview Map

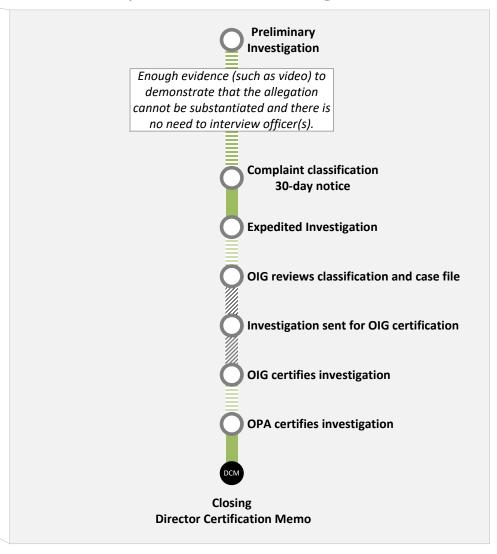


**Dismissed** 

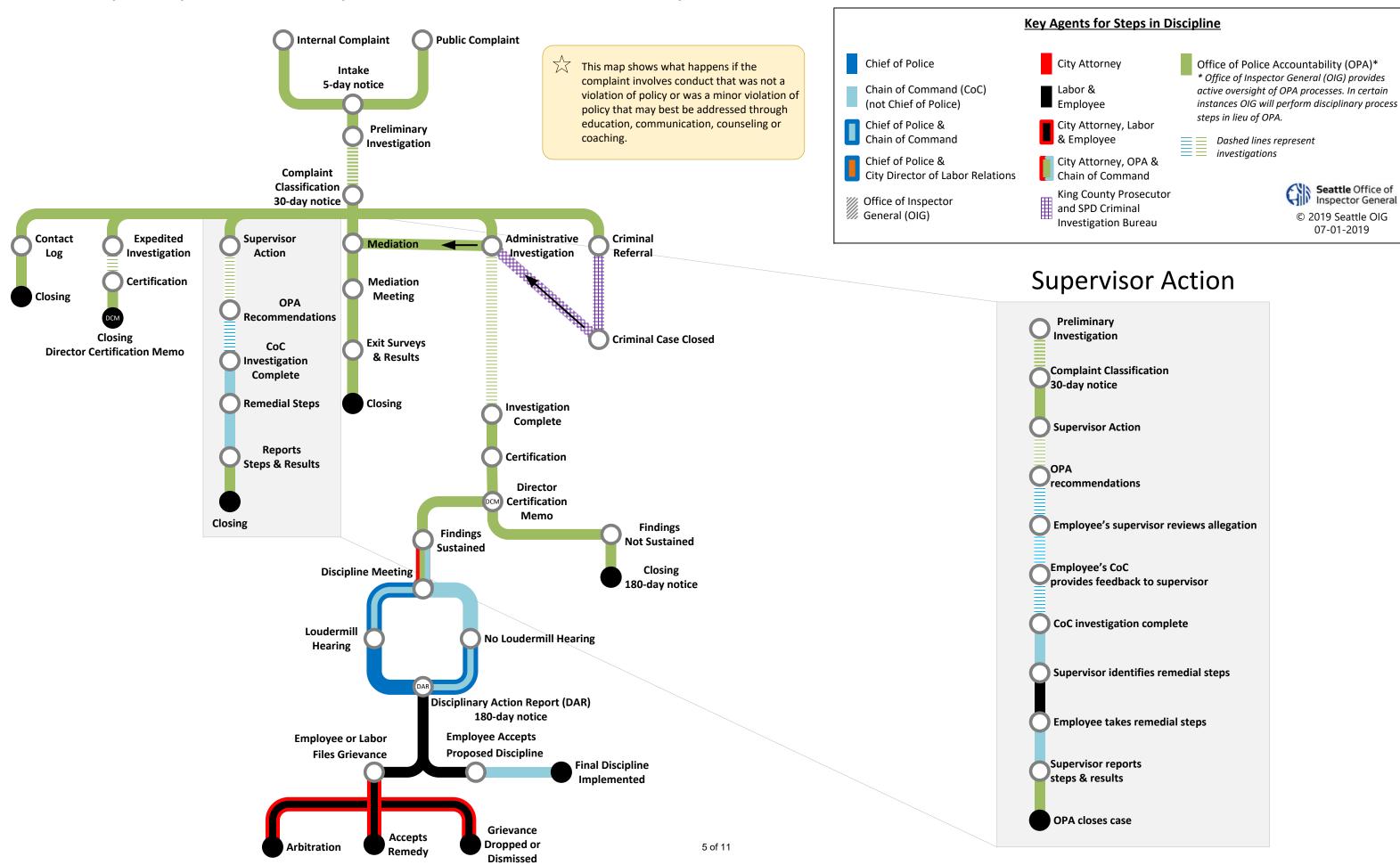
4 of 11



## **Expedited Investigation**



#### Disciplinary Process – Supervisor Action Overview Map

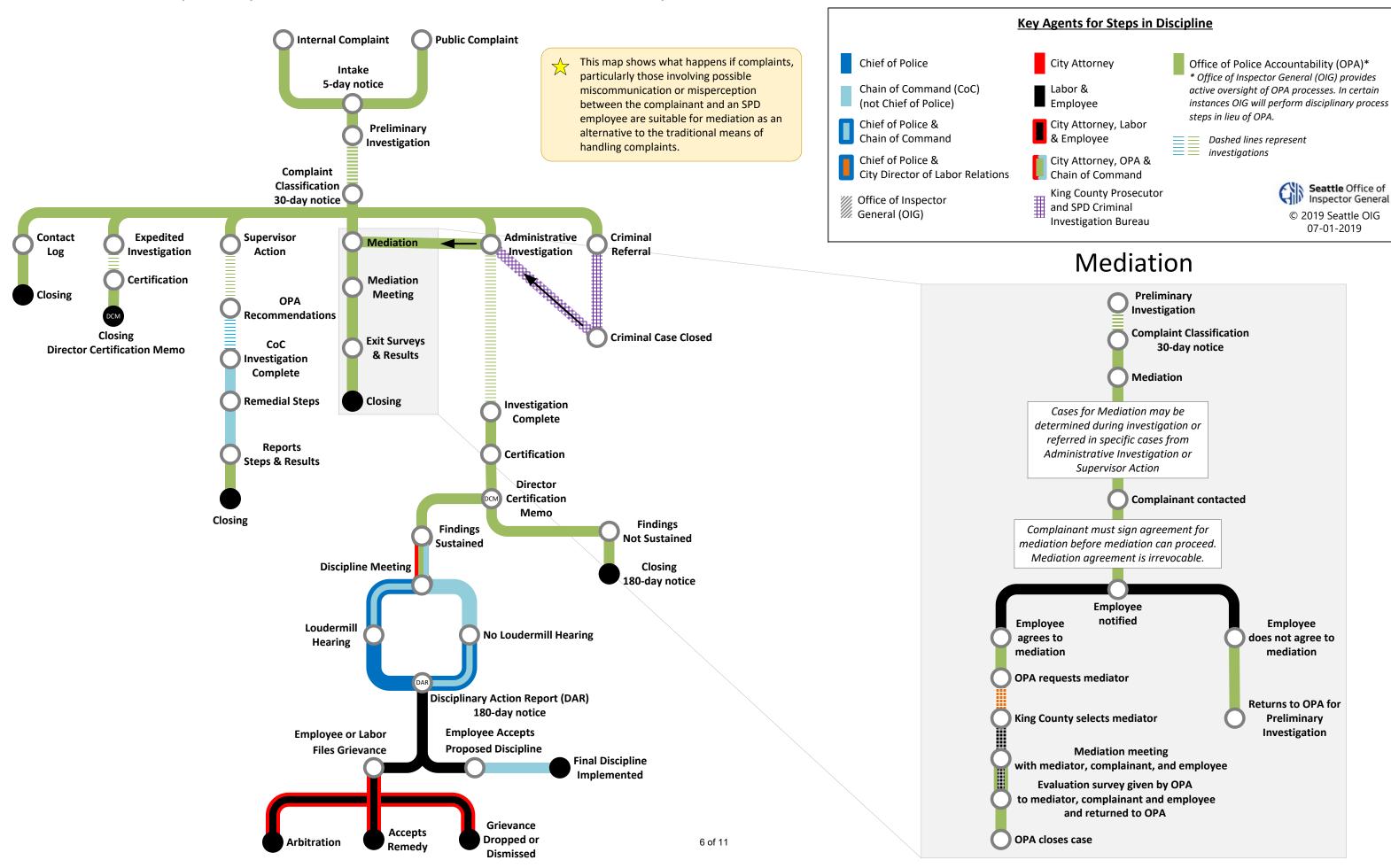


Seattle Office of

07-01-2019

Inspector General

#### Disciplinary Process – Mediation Overview Map



#### Disciplinary Process – Administrative Investigation Overview Map **Key Agents for Steps in Discipline** Public Complaint Internal Complaint Chief of Police City Attorney Office of Police Accountability (OPA)\* Intake \* Office of Inspector General (OIG) provides This map shows what happens if the 5-day notice Chain of Command (CoC) Labor & active oversight of OPA processes. In certain complaint involves more than a minor (not Chief of Police) Employee instances OIG will perform disciplinary process violation of policy, but doesn't appear to be steps in lieu of OPA. Chief of Police & City Attorney, Labor criminal, and the initial investigation by the Preliminary Chain of Command & Employee Dashed lines represent investigations Office of Police Accountability shows that Investigation investigations the complaint may be sustained during a Chief of Police & City Attorney, OPA & more intensive full investigation. City Director of Labor Relations Chain of Command Complaint Classification 30-day notice King County Prosecutor and SPD Criminal **/// Office of Inspector** General (OIG) © 2019 Seattle OIG Investigation Bureau Criminal Contact **Expedited** Supervisor Administrative Investigation Action Investigation Referral Log Administrative Investigation Certification Mediation Meeting Closing **OPA OPA Director or alternate** Recommendations classifies Complaint as Administrative Investigation Closing **Criminal Case Closed Exit Surveys** CoC **Director Certification Memo** & Results Investigation Complete Assigns an investigation supervisor **Remedial Steps** Closing Investigation Complete Assigns an investigator Reports Certification Steps & Results Director Plans investigation Certification Memo Closing Findings **Findings Not Sustained** Sustained Gathers perishable evidence Closing **Discipline Meeting** 180-day notice Investigation complete Loudermill No Loudermill Hearing Hearing Investigation sent for OIG certification Disciplinary Action Report (DAR) OIG certifies some or all of investigation 180-day notice for objectiveness, timeliness & **Employee Accepts Employee or Labor** thoroughness **Proposed Discipline Files Grievance** Final Discipline **Implemented OPA** certifies investigation Grievance OPA issues Director Certification Memo Dropped or 7 of 11 Remedy

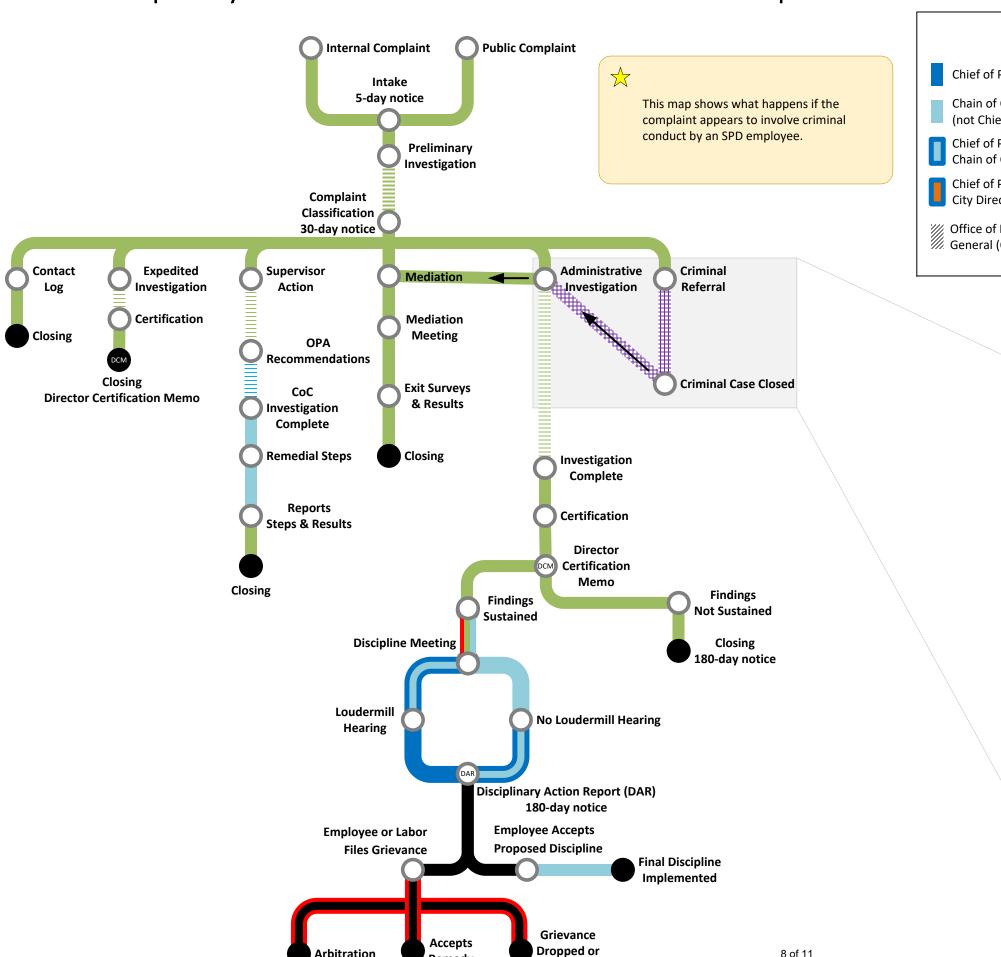
Dismissed

Seattle Office of

07-01-2019

Inspector General

# Disciplinary Process – Criminal Referral Overview Map



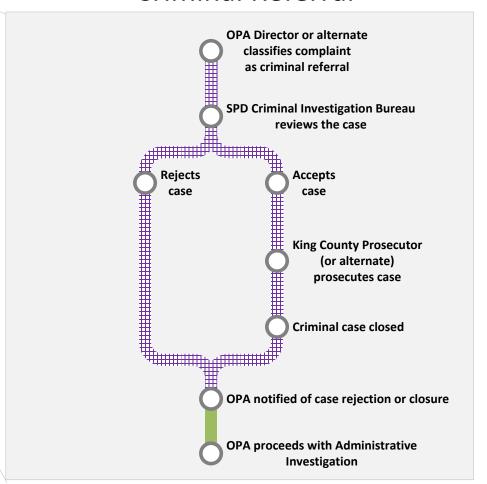
Remedy

**Dismissed** 

8 of 11



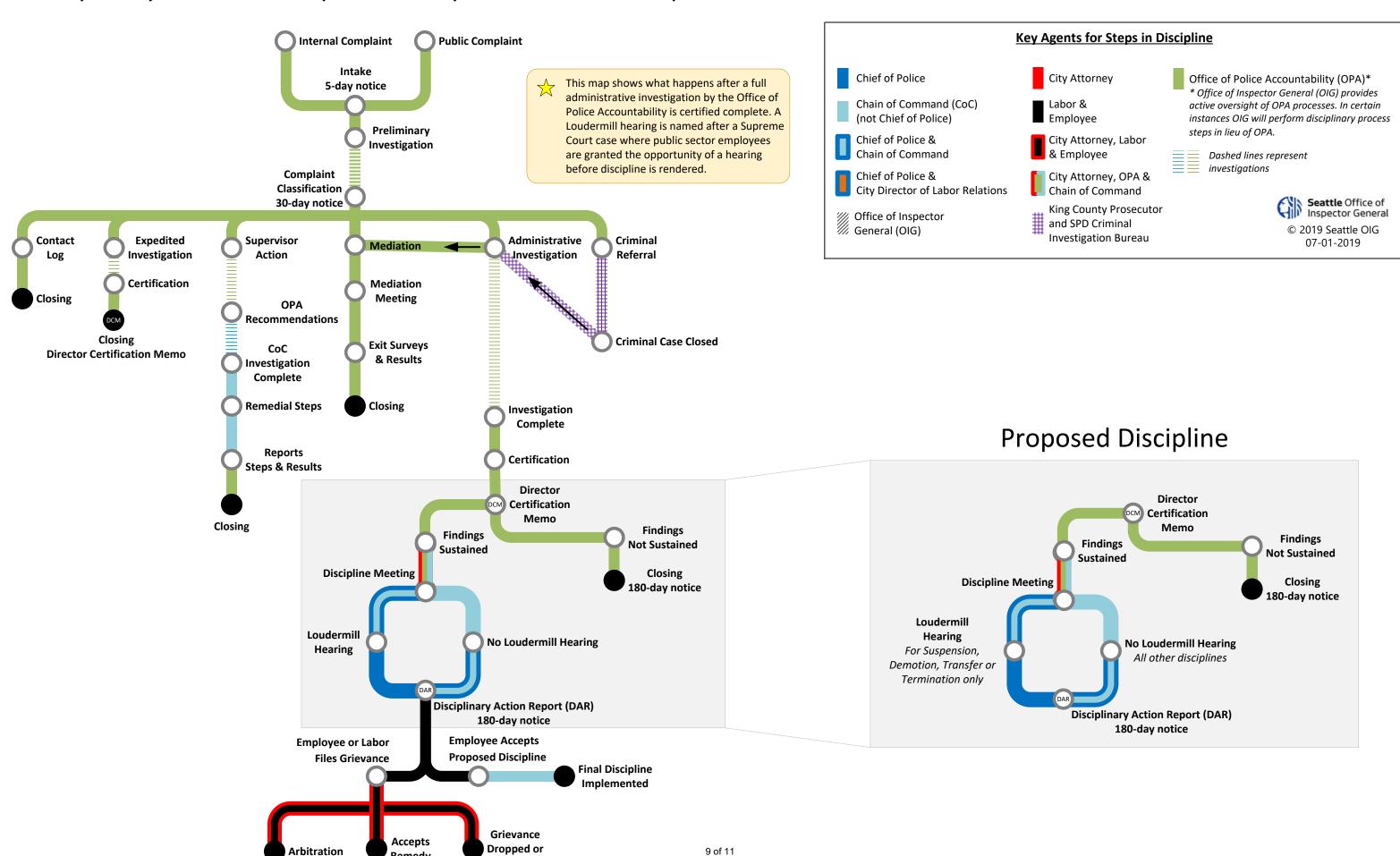
#### **Criminal Referral**



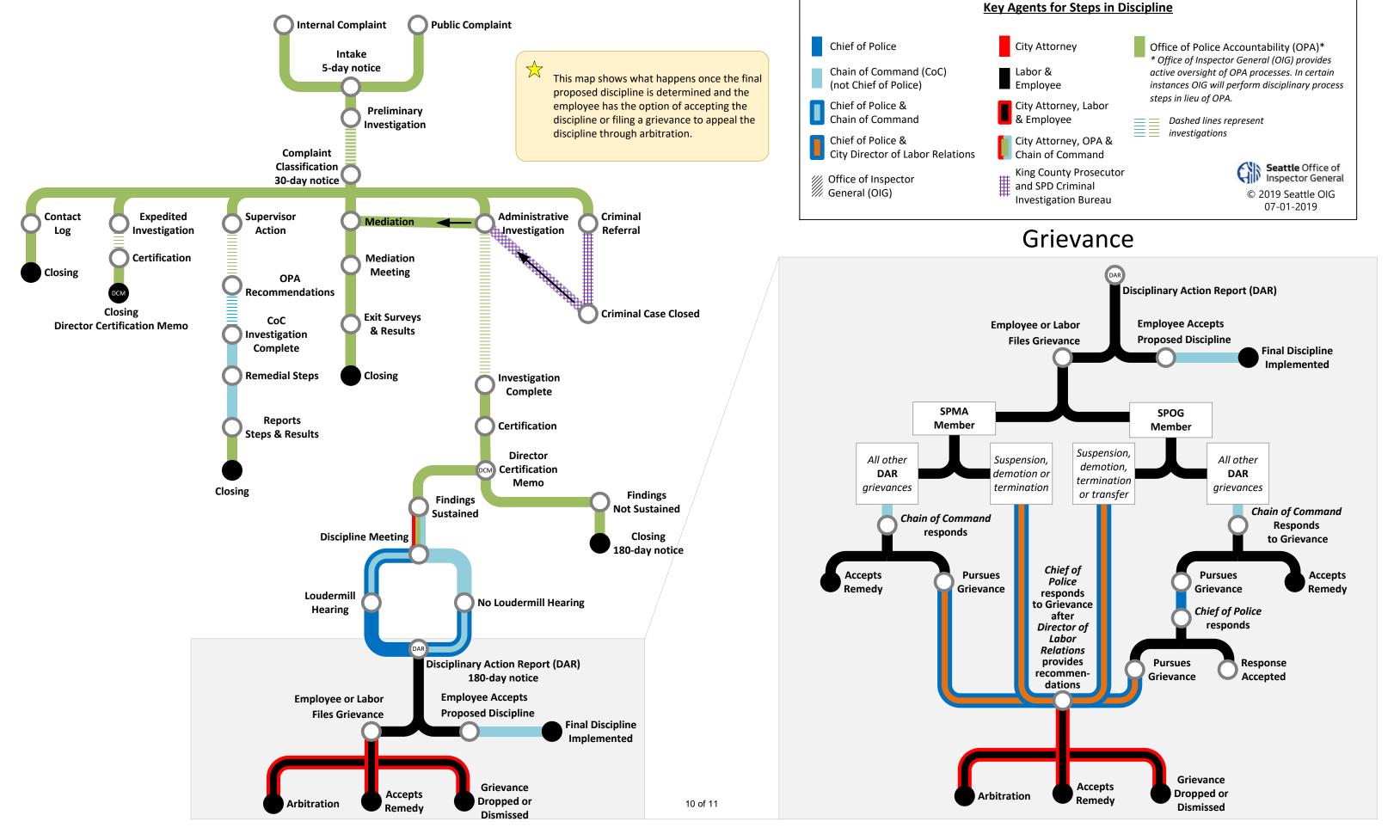
#### Disciplinary Process – Proposed Discipline Overview Map

Remedy

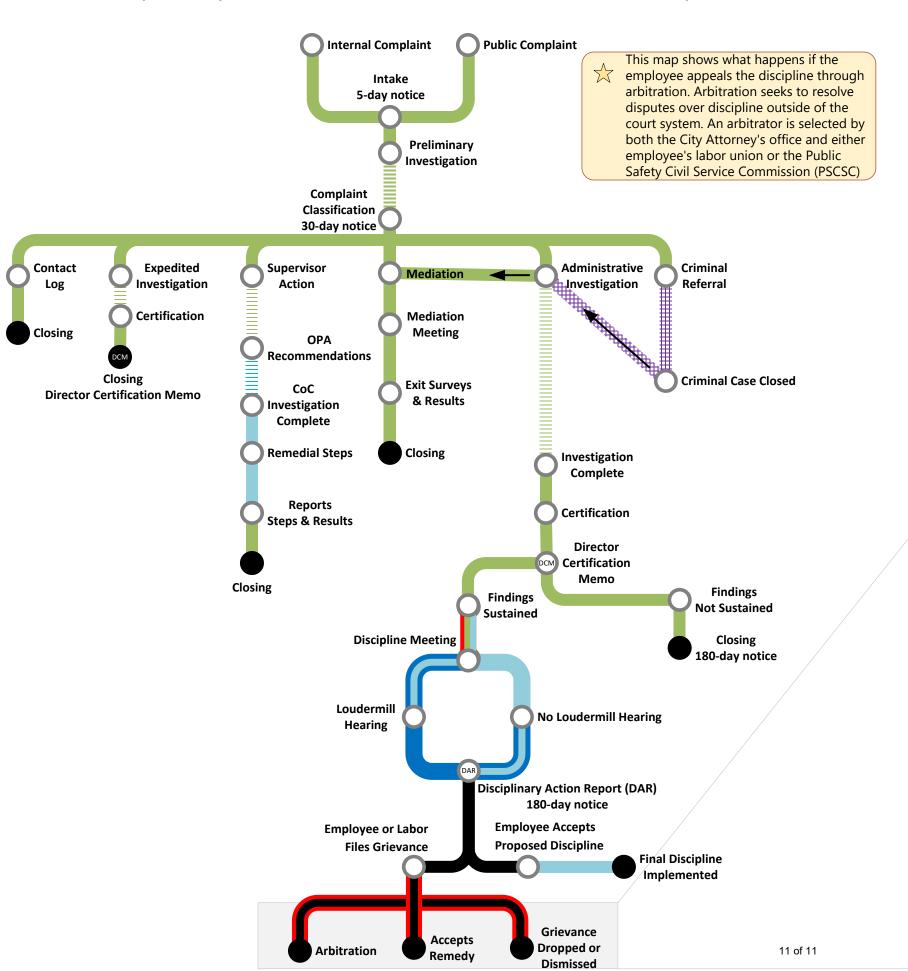
**Dismissed** 

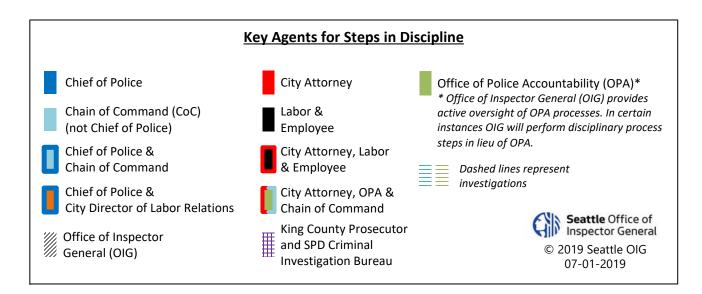


# Disciplinary Process - Grievance Overview Map



## **Disciplinary Process - Arbitration Overview Map**





#### Arbitration

