



**Seattle**

Police Department

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Interim Director Bonnie Glenn  
Office of Police Accountability  
PO Box 34986  
Seattle, WA 98124-4986

Dear Director Glenn,

Please see the Management Recommendation response below:

**Case Numbers: 2023OPA-0551 / 2024COMP-0009**

**Topic:** Standards of Duties - Employee reporting of suspected criminal activity

**Summary of the Management Action:**

It was alleged the named employee did not report potentially relevant information concerning suspected serious criminal activity to out-of-state law enforcement.

**Original Recommendation:**

- SPD should clearly articulate under what circumstances employees may be required to provide potentially relevant information to other law enforcement agencies.
- SPD should provide specific guidance or examples concerning the Department's expectations for avoiding the appearance of impropriety.

**Action Taken:**

SPD policy currently requires an employee to report suspected criminal activity and to assist in criminal investigations as outlined by RCW 26.44.030 "Mandatory Reporter," and SPD Policy 5.002 – Responsibilities of Employees Concerning Alleged Policy Violations. 8. Employees Will Report Certain Events "Employees will report to their supervisor, in writing, as soon as practical and before the start of their next work shift, any of these circumstances that occur in any jurisdiction: - The employee is the subject of, or they believe they may be the subject of a criminal investigation, a criminal traffic citation, an arrest, or a conviction." Creating specific language or guidance to avoid the appearance of impropriety could potentially infringe on individual rights as outlined in SPD Policy 5.001- Standards and Duties states "It is not the Department's intent to interfere with or constrain the freedoms, privacy, and liberties of employees; discipline will only be imposed where there is a connection between the conduct and the duties, rank, assignment, or responsibilities of the employee." As such, SPD will continue to proceed under our current policies and evaluate and address individual questionable cases as they arise.

**SPD Considers this Management Action:**

Respectfully Declined

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in black ink that reads "Shon G. Barnes".

Shon Barnes  
Chief of Police