



SPOKANE POLICE DIVISION

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CHIEF OF POLICE

Closed Case Summary

Complaint Number: C17-056 OPO Number: N/A

Date of Complaint: 10/25/2017

Allegation: Insubordination and Policy/Standard Violation

Chain of Command Finding: Sustained

Final Discipline: Suspension

INCIDENT SYNOPSIS

On 10/19/17, an SPD officer employee sent an e-mail to his Captain, two Lieutenants, a Sergeant and a Major referring to his sergeant in a disrespectful, defamatory and derogatory manner. The SPD employee had been told by his Lieutenant to not send the e-mail in response to e-mails from his Sergeant and the SPD employee knowingly violated that direct order.

COMPLAINT

An SPD officer employee sent his sergeant an e-mail after being given a direct order not to do so from his Lieutenant. The SPD employee sent an e-mail to his Captain and others referring to his sergeant in a disrespectful, defamatory and derogatory manner. The Captain filed a complaint for Insubordination (Policy 340.3.5(d)) and Prohibited use of E-mail (Policy 212.3).

INVESTIGATION

An officer employee, who was the acting supervisor for his team due to the Sergeant being on medical leave, assisted a fellow employee with a request having to do with his shift file. He sent an e-mail on 10/19/17 to the Sergeant explaining what he had done. The Sergeant was not happy with what the officer employee had done and sent him an e-mail letting him know that. The officer employee met with his Lieutenant to express his frustration and his intent to respond to the Sergeant's e-mail. His Lieutenant gave him a direct order to not respond to the e-mail as the Lieutenant would follow up with the Sergeant.

On 10/19/17 after meeting with the Lieutenant, the officer employee sent an e-mail to his Captain, two Lieutenants, a Sergeant and a Major referring to his sergeant in a derogatory, defamatory and disrespectful manner. He also said that he knew he was going against a direct order but that he was ready to accept whatever punishment he would get for the insubordination. On 10/20/17, the officer employee sent an e-mail to his sergeant addressing several complaints. In his e-mail he admitted to going against a direct order.

The officer employee and his Lieutenant who delivered the direct order were interviewed. The officer employee admitted that he had been told not to send the e-mail and that he knew it was wrong. All emails were also reviewed.

ANALYSIS AND CONCLUSION

It was found that the officer employee blatantly and willfully violated Policy 340.3.5(d), Insubordination, and that he violated Policy 212.3, Prohibited Use of E-Mail, by sending an inappropriate email referring to his sergeant in a derogatory and disrespectful manner. The officer employee was suspended for two work days without pay. He was required to serve one day of the suspension and the second day was held in abeyance provided that there are no further violations of SPD policies one year following the date of the suspension letter.