



SPOKANE POLICE DEPARTMENT

CRAIG N. MEIDL
CHIEF OF POLICE

Closed Case Summary

Complaint Number: C20-026 OPO Number: N/A
Date of Complaint: 4/7/2020
Allegation: Insubordination and Inadequate Response
Chain of Command Finding: Multiple
Final Discipline: Document of Counseling

INCIDENT SYNOPSIS

On 04/03/20, a sergeant was advised that some members of his patrol team had potentially been exposed to two people who had been exhibiting symptoms of the COVID-19 virus while on a call. The affected officers inadvertently exposed the remaining members of the team and the sergeant as they all met at a COPS shop for lunch. The team's lieutenant consulted with the Duty Staff Officer (DSO), and it was decided that officers would be sent home to self-quarantine. The next day, the sergeant and his lieutenant talked on the phone about officers continuing to self-quarantine. The lieutenant told him to delay any action until he received direction from the DSO. When the lieutenant re-contacted the sergeant, he learned that the sergeant had already taken the action.

COMPLAINT

The first allegation was Insubordination- disobedience or insubordination to constituted authorities, including refusal or deliberate failure to carry out or follow any proper lawful order from any supervisor or person in a position of authority. The second allegation was Inadequate Response, as the officers having lunch together was not appropriate social distancing.

INVESTIGATION

The Internal Affairs investigation consisted of a review of police reports, memos, and emails related to COVID-19 and the incident. Investigators also interviewed officers and supervisors.

ANALYSIS AND CONCLUSION

An Administrative Review Panel (ARP) convened to review the investigation prior to review by the Chief. The ARP's finding was that the supervisor's actions were not insubordination but that he made the decision with concern for his team. The allegation of Insubordination was determined to be Unfounded. The allegation of Inadequate Response was determined to be Sustained. The sanction was a Documentation of Counseling.