



March 10, 2020

Director Andrew Myerberg
Office of Professional Accountability
PO Box 34986
Seattle, WA 98124-4986

Dear Director Myerberg,

Please see the below Management Recommendation response

Case Numbers: 2019OPA-0383/2020COMP-0002

Topic: Employee Wellness

Summary of the Management Action:

Named employee violated Department policy by failing to immediately report his belief that the Subject officer was intoxicated on duty.

Original Recommendation:

Evaluate less punitive methods of addressing employee addiction and mental illness to encourage officers to report such issues to the Department and seek out Department and City resources and care. Emphasize the Department and OPA's commitment to a compassionate and treatment-focused harm reduction model. Consider utilizing the Wellness unit in collaboration with OPA to achieve these results.

Action Taken:

SPD recently stood up a new Wellness Unit, dedicated to meeting the holistic needs of employee mental health and safety, to include issues related to substance abuse. This Unit, which is being established under the guidance of a licensed psychologist, board certified in police and public safety psychology, will promote programs and services aligned with best practices in the field.

SPD Considers this Management Action:

Completed in Full

Please don't hesitate to contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in blue ink that reads "Carmen Best".

Carmen Best
Chief of Police