

Date: May 26, 2026
To: Interim Chief Sean Gillebo
From: Office of Professional Accountability
Subject: 2025 Annual Review of Complaints and Commendations

Data Availability Notice

Some data contained within this report may be incomplete due to the department's tracking systems being unavailable until July 2025. While every effort has been made to ensure the accuracy of the information presented, certain records and statistics may not fully reflect all activity occurring during the reporting period.

Summary of Commendations

The Port of Seattle Police Department (POSPD) received many commendations and expressions of appreciation during 2025. These commendations recognized employees for their professionalism, community service, investigative work, and support of departmental and regional operations.

Highlights included:

- A Transportation Security Specialist (TSS) who was recognized for professionalism and kindness while conducting traffic control operations.
- An officer who assisted an elderly individual in avoiding a financial scam.
- A TSS and Sergeant who successfully located and recovered luggage left behind by a traveler.
- Two separate incidents in which officers located and returned lost bags on the secure side of the airport.
- Officers who provided Unmanned Aircraft System (UAS) support to an external SWAT team during operations.
- An officer whose investigative efforts contributed to the arrest and federal conviction of a suspect.
- A Sergeant who represented the department by performing bagpipe honors at a retiree's funeral.
- The department Honor Guard, which represented POSPD with professionalism and dignity at a retiree's funeral service.

These commendations reflect the department's commitment to public service, professionalism, and community engagement.

Summary of Complaints Reviewed by Internal Affairs

During 2025, the Port of Seattle Police Department reviewed complaints through its Internal Affairs process and supervisory inquiry procedures. Complaints were categorized according to established departmental definitions:

- **Major Complaint:** The most serious allegations, generally investigated by Internal Affairs, alleging acts or omissions that constitute willful or wanton disregard for agency policies and procedures.
- **Moderate Complaint:** Allegations involving employee actions in disregard of agency policies and procedures.
- **Minor Complaint:** Complaints involving perceptual differences or possible violations of agency policies, procedures, or service standards.

Complaint Summary by Category

Category	Number Reviewed	Origin	Sustained	Other Dispositions
Major	3	Requested by Chief of Police	2 sustained (1 retired prior to completion, 1 demotion)	1 pending disposition
Moderate	2	Internal Affairs Investigation	1 sustained (retired prior to completion)	1 unfounded/exonerated
Minor	1	Passenger Complaint	0	1 unfounded/exonerated
Inquiry	2	Public Complaint	0	2 not sustained
Traffic Concerns	3	Public Complaints	0	Determined to be traffic-related, no officer misconduct

Major Complaints

POSPD reviewed three major complaints that resulted in formal Internal Affairs investigations. These investigations originated from requests by the Chief of Police.

Disposition Summary:

- One investigation was sustained; however, the employee retired before the investigation was completed.
- One investigation remains open while the employee is on continued leave, and a final disposition is pending.
- One investigation was completed, sustained, and resulted in the employee being demoted.

Moderate Complaints

POSPD investigated two moderate complaints through Internal Affairs.

Disposition Summary:

- Allegations of unprofessional behavior/social media use were sustained, and the recommended discipline was one day off without pay. The employee retired before the investigation was completed.
- Allegation of discrimination was investigated and determined to be unfounded; officer was exonerated.

Minor Complaints

POSPD received one minor complaint.

Disposition:

- The investigation determined the allegation of an officer intentionally tapping a complainant on the shoulder was unfounded, and the officer was exonerated.

Supervisory Inquiries and Informal Complaints

In addition to formal complaints, POSPD reviewed several concerns through supervisory inquiry processes.

Officer Conduct Inquiry

- A complainant alleged that an officer spoke with him while keeping a hand on the officer's firearm.
- The on-duty Sergeant reviewed the matter and determined there was no ill intent. The officer's posture was found to be habitual and not threatening in nature.
- Disposition: Not Sustained.

Officer Conduct Inquiry

- A complainant alleged that an officer refused to investigate a missing item.
- The on-duty Sergeant reviewed the matter with the officer in question.
- Disposition: Not Sustained

Traffic Congestion Concerns

- Three complaints were received regarding congestion on airport drives during peak traffic periods.
- Supervisory review determined that the concerns were related to traffic conditions rather than officer actions.
- No policy violations were identified.

POSPD remains committed to maintaining public trust through accountability, transparency, and fair investigation of all complaints while recognizing and commending employees who demonstrate exceptional service.