



Spokane Police Lieutenants & Captains Association

TO: Heather Lowe, Director of Human Resources

FROM: Dave McCabe

DATE: March 14, 2016

RE: Grievance concerning Brad Arleth's Discipline

On February 29, 2016 Capt. Brad Arleth was presented with a letter of reprimand at the conclusion of an investigation into an Internal Affairs complaint against him. The Association believes that this discipline was given without just cause, a violation of Article XXXIII – Police Officer Rights in Discipline of the CBA between the City and the Association.

The Association believes that the investigation was incomplete because several witnesses were not interviewed – especially those from City Hall that apparently gave the direction that is at the heart of this matter and that it appeared that Acting Chief Dobrow had a pre-formed opinion that the allegations were founded. These and other reasons lead to the conclusion that the just cause standard was not met in this case.

The Association believes that the complaint and investigation are the result of poor communication at several levels in City Hall and the Police Division. We are seeking the relief of a finding of Exonerated in this investigation and the removal from all of Captain Arleth's City-maintained files any reference to being disciplined in this matter.

Respectfully,

Dave McCabe