

Chief Adrian Diaz,

This will be a brutally long letter, but after 23+ years, I have a few things to say. Each page is initialed so no one can do the typical SPD "I don't know what happened. It just automatically deleted" routine.

Once upon a time, my job meant everything to me— my passion, pride, and reason for being. Little did I know it harbored a dark secret. Behind the scenes was a breeding ground of lies, deceit, favoritism, and rampant corruption. The department I once trusted turned out to be nothing more than a circus, with boisterous clowns running amok.

On August 1st, 2023, I'll be retiring from the Seattle Police Department after dedicating over 23 long and soul-draining years of my life to this city. I'm writing my unfiltered, raw, and unapologetic exit interview today. I refuse to fill out the FORM exit interview because it's nothing more than a tool for you to control the narrative, and I won't let that happen. This is my story, and it will be on my terms, not yours. You don't control me anymore, and I won't allow anyone to silence my voice or manipulate the truth. I'm taking back the power and speaking my mind freely, exposing the reality of my experience without any filters or restrictions.

Chief Diaz, let me tell you, the state of the Seattle Police Department and this city is a disgrace. The toxic mix of the Seattle City Council's absurdity, the spinelessness of the Mayor, the leniency of the prosecutor's office, and your failed leadership has accelerated this city's downhill slide straight to rock bottom. The problems were already brewing before you came on the scene, but since your arrival, it's been a free fall into anarchy & chaos.

The Seattle City Council has lost touch with reality and is making decisions that defy common sense and basic logic. Their priority is playing politics and pandering to radical ideologies rather than genuinely serving the city's and its residents best interests. Their absurd policies have turned Seattle into a playground for anarchists and criminals, and they seem utterly unconcerned with the devastating consequences of their actions. If you haven't noticed, the criminals are running this city.

This perfect combination of failed leadership has created a perfect storm of incompetence and chaos. It's no wonder Seattle has become a laughingstock of the nation and the globe. They are laughing about us on the international news. Aren't you embarrassed? I am. It's mortifying. The city that once prided itself on progressiveness and prosperity has now become a hotbed for crime and anarchy.

It's infuriating to witness this city's downfall under the watch of a spineless Mayor and a radical City Council that seems more concerned with pandering to extreme ideologies than actually governing. Instead of taking decisive action to protect the city and its citizens, the Mayor disregards the rampant lawlessness on our streets. It's a disgrace to see a city leader prioritize political correctness over the safety and well-being of its people. Listen, Seattle deserves better, and it's time for a complete overhaul of the leadership that has driven this city and state into the ground.

I have never in my life witnessed such weakness when it comes to enforcing the law.

Chief Diaz, as you continue to play your political games and manipulate the truth, know that this city's officers and citizens are suffering under your failed leadership and the incompetence of those in power. The people of this city deserve leaders who will stand up for what's right, enforce

law and order, prosecute those who break it, and prioritize the safety and well-being of its residents above all else. It's time for a reckoning, and the citizens of Seattle deserve competent leadership.

After dedicating over 23 long, soul-draining years of my life to this city, it pains me to leave behind a career that was once synonymous with hard work and meritocracy and one that I truly loved. But the organization I once respected has completely lost its way. When I first joined this department in 1998, my sole purpose was to make a meaningful difference and serve the community. I poured my heart and soul into my work, tirelessly raising substantial funds for non-profit organizations, spent my personal time doing my best to help people experiencing homelessness get back on their feet, and strived daily to ensure the safety of our residents and visitors. I took immense pride in my contributions and earned an Outstanding Public Service award.

However, none of that matters. I refuse to ignore the demoralization and blatant disregard for our officers' well-being under your leadership. SPD is dangerously understaffed, and the officers and their families are suffering. The hours are ruthlessly long, and due to the staffing crisis (created by you, the mayor, and the council), these unsafe conditions are entirely unacceptable. Completely. They have also been working for years without a contract—Also unacceptable.

Ask any of us if a meager \$30,000 hiring incentive will attract quality applicants, the ones our department desperately needs, and the answer will resoundingly be "NO." You better develop a RETENTION BONUS soon and change your M.O., or you're really going to be in trouble. Just look at the LinkedIn comments, and you'll see the harsh reality. Money won't keep anyone in this toxic environment. It was never about the money. The intelligent officers will take the money and run, seeking refuge where their voices are genuinely heard and their well-being is genuinely valued.

If your goal, Chief Diaz, was to beat us down and strip away our motivation, congratulations because you've succeeded with flying colors. It's truly disheartening to witness your complete lack of concern for the welfare of those who faithfully serve alongside you. Instead of taking care of your people, you consistently have your nose crammed up someone else's ass, more interested in playing political games than leading with integrity. But hey, that's been your modus operandi throughout your entire career, right? Conveniently, more deserving candidates were bypassed for you to reach your current position. It's truly remarkable. In a flash, you ascended from Lieutenant straight to Assistant Chief, spending a week or two in that position before becoming Deputy Chief. It's quite the spectacle. Disgusting, I must say. The good ol' boy system keeps on tickin'. I could go on and on about all the shady incidents that happened under your watch, but there isn't enough time. This is about the officers, the heart and soul of this once exemplary department.

It sickens me to witness your complete lack of concern for the well-being of those who put their lives on the line daily. Your self-centeredness closes your eyes to the sacrifices and dedication of these officers. While you revel in your self-importance, they face the dangers of the streets, valiantly fighting to keep this city safe, all with increasingly limited staffing.

But what do these officers receive in return? A so-called leader who is more interested in retaining power than in supporting and empowering them. Your insatiable appetite for control leaves them adrift without guidance. Thank God they have their moral compass to navigate the treacherous waters because they've been left to fend for themselves. They deserve so much better. They deserve a leader who will fight tooth and nail for their rights, champion their well-being, and inspire them to be the absolute best versions of themselves. Furthermore, they deserve someone who will navigate this ship with unwavering integrity, honor, and a genuine commitment to their success.

You willingly became a puppet, a spineless "yes man," perfectly willing to throw the entire department under the bus to achieve your coveted spot as chief, complete with a fancy corner office. Your approach reeks of a desperate hunger for control rather than genuine understanding and respect for the autonomy of our officers.

This is a toxic environment where dissenting voices are swiftly demoted, silenced, or completely pushed out.

As I walk away from this extremely toxic environment, I can't help but notice the stark contrast between your approach and the courage displayed by other police chiefs and sheriffs across the state. They respect individual choice and autonomy, while you resorted to underhanded tactics and coercion. Your manipulative language crossed dangerous ethical lines, attempting to control behavior and emotions.

I cannot overlook the egregious treatment I endured under your watch. You left me in an "unavailable" "LTD" black hole for two years with zero contact, except for sending me a certified letter about getting vaccinated before I could return. My medical condition of Trigeminal Neuralgia & migraines is well documented, but that didn't matter. It didn't matter that this shot came with possible neurological side effects of potentially exacerbating an already horrible condition. Your approach—throw the baby out with the bathwater.

The lack of communication and support during this time has been unprofessional and despicable. I should have been afforded an accommodation from the jump. But instead, I received an email that approved my request and another one that denied it. Your staff must look at every

accommodation request individually. None of that happened. None of it. Once they realized it, though, the mad scramble was on. I don't know who Emily White is, but she was the poor woman stuck 'trying' to do some slick verbal judo in an email to smooth it over. But I didn't fall off the truck yesterday; at that point, it was a CLEAR PRETEXT to try to cover the city's butt. Critical, independent, free thinkers figured this out from the get-go. Clearly, you are not one. Neither are your lackeys. Your failure to address this situation demonstrates a complete disregard for your officers' well-being and basic human rights.

It is clear to me, Chief Diaz, that you know you screwed up. I know that you screwed up.

I can't hold back my concerns any longer, and I'm not alone in feeling this way. The language used to promote the mandate felt like a dangerous ethical line was being crossed. It wasn't just about encouraging compliance but about using psychological techniques to manipulate behavior and emotions.

You're aware of these tactics' impact on our sense of autonomy and individual choice. We were being coerced into compliance with language that implies doing anything apart from what's dictated is wrong. This guilt-inducing approach is troubling, making me question the mandate's integrity and your motives. I know you'll be quick to blame it on the Mayor or Governor, and while certainly, they are also to blame, seriously, where's your backbone? Do you even have one?

The way public health, governments, and media are skillfully crafting language and messages to create psychological hooks is disconcerting. It feels like we're being played, like puppets on strings, and it's unsettling to see those in positions of authority—like yourself—endorsing such tactics.

However, sharing information and respecting people's ability to make informed choices is essential without pressure or the government/employer cramming it down our throats. Manipulative tactics undermine trust and erode our sense of self and community. We're not just numbers or statistics; we're individuals with thoughts and emotions, and using shame-based and belonging language can harm our sense of self. We can't afford to undermine trust by resorting to manipulative tactics. Informed Consent IS the law. Look it up—It's in my request for accommodation, and if you need a copy, I have one.

Is this the kind of environment we want to foster, where fear and guilt are used to control our actions? You can shape the narrative and promote genuine understanding and cooperation as a leader.

Let's not forget that public health measures have always relied on nudges and persuasive techniques—this time they took it to extremes, incentivizing with hamburgers, fries, lotto tickets, etc. Um, hello, HUGE RED FLAG. But you ignored it. Everyone is entitled to make their OWN medical decisions. Don't for one second get it twisted. I am not an anti-vaxer. I've had all of my vaccines. But this one was different. To me, it was clear as day that there was an agenda at play.

I know that you realize the impact of these tactics on our sense of autonomy and individual choice. Your guilt-inducing approach and the threat of losing our jobs made it feel like we were being coerced into compliance with language that implied anything besides obedience was wrong. Seeing those in authority using such tactics is disturbing, treating us like mere puppets. It's criminal, in my opinion.

But this is why you've left me alone in this black hole of no pay and no benefits—On the "unavailable" list. I kept waiting for you to terminate me because I refused to get vaccinated, but I am sure you understand that terminating my employment would open a can of worms. But let me tell you, a can of worms will open no matter what. Maybe not right now, but it will open, and your name will be all over it. Your lack of accountability and the mistreatment I have experienced under your leadership is unacceptable.

The truth will prevail; it always does. All medical issues resulting from this shot fall squarely on you, the Mayor, and the governor. We can't sue the pharmaceutical companies, but we can sue you. It would be best if you had done your research, especially when gambling with other people's lives. I did; why didn't you? Accelerated cancers, myocarditis, nervous systems issues, skin issues, blood clots, seizures, strokes, and even death were all possibilities with this injection. But, again, you didn't/don't care. If I were in your shoes, I would have been terminated for refusing to force this on my people. There is no way I would EVER demand a personal medical decision be forced upon my people. NEVER. I will never bend to the mob or a corrupt government. But you are a "yes man." I even question whether you took it or not. I wonder how many fake vaccine cards are on file.

So, congratulations, you now have a bunch of pissed-off employees who felt they were coerced and are wondering what the hell is in their bodies.

I'm not going to mince words. We're fed up with being treated like second-class citizens. At the same time, you flex your power and waste our hard-earned money and taxpayer dollars on all of your "consultants" who are trying to figure out the number of deployable officers. Why would anyone need to hire consultants (multiple times) to figure out why the count of deployable officers is always so off? My God, some people are hidden so deep in this department that you

couldn't find them if you wanted to. They're collecting a check, but where are they? Who do they report to? What is it that they do exactly? Where is their desk? Inquiring minds want to know.

People are getting hurt and killed in this city, left and right. I bet most of the citizens of Seattle would love to be able to walk outside at night or mosey into downtown Seattle and not be afraid. But they can't, and that's your fault. You've failed them. You've failed us. To quote a comment on KOMO from a fellow former LEO, "This is a 'Lord of the Flies' scenario." It's true; it is.

Hopefully, an attorney with some real guts, someone who won't be swayed by your political maneuvering or cozy relationships with the bigwigs, will offer to help us. We need a legal warrior who will fearlessly challenge the corruption eating away at our city's core.

You might think you can sweep your shady tactics under the rug – disappearing texts, emails conveniently lost, and "I don't know" and "wasn't me" becoming all too familiar. Nobody knows nothin'. It's astonishing. But guess what? We see through it all, and we're not buying it. We're trained investigators; it's insulting. If it walks like a duck, quacks like a duck, it's a duck. We know the truth. The officers are under a gag order per the manual, but I'm not. Not any longer. I've even heard intentional misspellings are used in emails, so it's harder to PDR. I know you'll say that's not true, but I've seen what this place can do, and it isn't pretty.

Your finger-pointing and expert stalling tactics won't work anymore – leaving people on the "unavailable list" for years, waiting for them to disappear. We're onto your word salads, games, and those secret meetings. You know, the ones where you try to get your stories straight. We see you. Enough is enough!

Most people will say you can't fight the city; they have deep pockets and will drag it out FOREVER, which is absolutely true. You will. However, the truth is the truth, and every lie will eventually be revealed. You are aware we're in the integrity business, right? And the wrong people keep getting sent to OPA.

Your controlling, bullying, and gaslighting tendencies have wreaked havoc on this department, driving away talented and dedicated officers. A true leader should inspire, support, and empower their team, not intimidate and manipulate them. Yet, your leadership style has done nothing but foster a toxic and demoralizing environment.

Your insatiable hunger for control has left us all feeling suffocated like we have no voice or recourse. You've created a culture of fear, and it's time for it to end. If you genuinely cared about the well-being of the SPD, you'd step down and allow someone with true leadership skills to take the reins.

We need a leader who will stand up for the rights of our officers, protect our Constitution, and prioritize the safety of our citizens. This city deserves leaders who will fight for the principles that this country was built upon and defend the rights and liberties of its people.

Furthermore, the witch hunt on officers is shameful and disgraceful. Instead of supporting and standing by those who put their lives on the line to protect this city, you've allowed them to be demonized and vilified.

You are nothing more than a "yes man." At the same time, I am resolute in my commitment to upholding and defending the Constitution of the United States and protecting the God-given

rights of Americans. We are as different as night and day. Seattle is an absolute dumpster fire, and I refuse to participate in your circus for one more second. I do not doubt that a reckoning is on the horizon. Your treatment of people—officers, sergeants, lieutenants, captains, assistant chiefs—your mishandling of the CHOP situation, the East precinct debacle, your baseless investigation of officers, your absurd task forces, and everything in between all exemplify your abysmal leadership. In America, we don't investigate people in search of crimes. We investigate crimes in search of people. Did you forget that is how it works? Because the former is exactly what you did to the officers because of the direction of the political wind. Disgraceful. Disgusting. This is America, and as far as I know, we are free to move about the country. (I'm sure you added their badges to your trophy box) I have zero faith in your ability to lead us.

Innocent lives are being destroyed, careers ruined, and families torn apart, all because you lack the backbone to defend the very officers who keep this city running. Removing you from your position in the crystal palace would be the first step in the right direction for a department that has become the nation's laughingstock. I have zero faith in your ability to lead. You couldn't even lead us out of a wet paper bag.

It's infuriating to see how quickly you throw your officers under the bus at the first sign of trouble, eager to appease the loud and obnoxious voices calling for their heads. These officers deserve better than to be treated like disposable pawns in your political game.

The Constitution and protecting our citizens should be at the forefront of every decision made in this department. But instead, you seem more interested in political maneuvering and saving your skin than in doing what's right.

In conclusion, Chief Diaz, your failed leadership has left a trail of devastation in its wake. The morale of the SPD is at an all-time low, and officers are suffering from PTSD, anxiety, and despair. The toxic environment you've created has driven away some of the best and brightest, leaving behind a hollowed-out department.

As I leave the SPD, I hope those who remain will find the strength to stand up to your failed leadership and demand the change this department desperately needs. Seattle deserves better, and its officers and citizens deserve to be treated with dignity, respect, and genuine concern for their well-being.

I have no illusions that this letter will bring about immediate change, but I hope it serves as a reminder that your actions have real consequences. The truth will come to light, and the legacy you leave behind will be one of failure, incompetence, and a complete disregard for the well-being of the officers who faithfully served under you.

This letter is not meant for you because your narcissistic nature renders you incapable of caring. You'll swiftly replace me without a moment's thought. No, I write this for the officers—the true heroes—trapped in this aimless ship. They deserve a chief who possesses unwavering moral fiber and who makes decisions based on what is right rather than the whims of political winds. They deserve someone like Ret. Asst. Chief Steve Wilske, or Robin Clark, leaders in the truest sense of the word.

To my fellow officers still trapped in this mess, I hope you find the strength to rise above the toxic atmosphere that's been created. Take back control of your careers and demand a leader who respects and supports you.

This isn't just my story; it's the story of every officer who's been let down by this lack of leadership, every officer affected by favoritism and nepotism, and every officer who's witnessed this department losing its way.

It's time for a change, and it starts by holding you accountable for your actions and disregarding the well-being of those you're meant to lead. The accurate measure of a leader is not the power they hold but the positive impact they have on the lives of those they lead.

And I hope, with every fiber of my being, that an outside agency investigates you thoroughly. Your character is truly questionable at best, and the citizens of this once-great city deserve to know the truth—all of it.

This department and city government has been utterly corrupted, and a thorough house cleaning is long overdue. I hope those who remain can rise above the current state of affairs and work diligently toward rebuilding the department's integrity and reputation. My sincere wish is that positive change will eventually come, and a leader with unwavering integrity and boundless compassion will emerge from the ashes to restore what has been irrevocably lost.

It's time for you to confront reality. You need support from someone with an ounce of backbone. Those who stand by you are nothing but spineless jellyfish. The media shields your scandalous affair, just as you protect yourself. The SPD has transformed into a cesspool of corruption, and an independent agency should investigate your actions, which continue to erode public trust. And is it true that you sent officers to OPA because you "thought" they were spying on you in your

girlfriend's condo building? I am still trying to determine the answer, but someone should look into it. If true, you are using OPA for personal gain and as a weapon.

Your reign of deceit and manipulation will come to an end. The truth will prevail, and justice will be served. Your house of cards is crumbling, and no amount of political maneuvering will save you from the consequences of your actions.

I retire today because I refuse to grant you the satisfaction of adding my hard-earned Lieutenant badge to your pathetic trophy box, a collection of badges from the officers you've terminated, which I suspect sits prominently on your desk. Yup, your office has numerous leaks. I earned my Lieutenant badge through sheer dedication and integrity; you will not get your grubby hands on it. (Hurry, hide it before the press gets wind of it.) By the way, who else collects trophy items? That's not normal or okay.

So, as I walk away from the Seattle Police Department, I do so with my head held high, knowing that I stood up for what's right and refused to be silenced. My conscience is clear, and I have no regrets about speaking out against the failed leadership that has brought this department and this city to its knees.

And maybe, just maybe, next time two of your employees are stalked, terrorized, and have their home destroyed simply for being SPD officers, a simple phone call from the "chief" would be a basic display of decency. You had two employees with severe PTSD and were forced to move entirely out of the area. Not a peep from the "Chief." EPIC FAIL. I'm also going to go out on a limb and say that you didn't warn other officers to watch their backs because of what happened to us. PCSO was the investigating agency if you have any interest in learning the hell we went through.

Put a fork in me; I'm done.

It should go without saying, but any action taken against me due to this letter, be it by you or any of your associates, will be seen as apparent retaliation and harassment. You are a vindictive, power-hungry individual, and I wouldn't trust you as far as I could throw you. You offered me an opportunity for an honest exit interview, and here it is. I will always stand up for what's right and what I believe ineven if I am standing alone.

RETIRED LT Jessica Taylor

BTW - Did you seriously badge your way into the Taylor Swift concert and go to the front where people paid \$1000s to be there? And don't you dare say it was work-related because you haven't done police work in years..... if ever. If so, please review SPD Manual Section 5.001 (12) & 5.020 and report yourself to OPA immediately.