



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-0278

Issued Date: 10/21/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 - Standards and Duties; 14. Employees Obey any Lawful Order Issued by a Superior Officer (effective date 7-16-2014); II.A.2.b. Insubordination (effective date 8-15-2012)
OPA Finding	Not Sustained (Unfounded)
Allegation #2	<u>Seattle Police Department Manual</u> 5.001 - Standards and Duties; 12. Employees Shall Not Use Their Position or Authority for Personal Gain (effective date 7-16-2014); VI.3.a. Misuse of Authority (effective date 8-15-2012)
OPA Finding	Not Sustained (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

The named employee worked overtime hours.

COMPLAINT

The complainant, a supervisor within the Department, alleged that the named employee, who was then an acting manager, may have violated an order against using discretionary overtime by assigning overtime to others and regularly submitting overtime for himself.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint email
2. Search for and review of all relevant records and other evidence
3. Interview of SPD employees

ANALYSIS AND CONCLUSION

The allegations presented to OPA were investigated in significant detail to include formal interviews and additional detailed research. It was confirmed that legislative authority was in place to create a specific overtime allocation for additional staffing. The OPA investigation determined that the planning, staffing and management of these additional shifts were consistent with the legislative intent.

FINDINGS

Named Employee #1

Allegation #1

The evidence supports that the named employee assigned discretionary overtime as allowed by legislation. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Employees Obey any Lawful Order Issued by a Superior Officer*.

Allegation #2

The evidence showed that the named employee did not use their position for personal gain. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Employees Shall Not Use Their Position or Authority for Personal Gain*.

NOTE: The Seattle Police Department Manual policies cited for the allegation(s) made for this OPA Investigation are policies that were in effect during the time of the incident. The issued date of the policy is listed.