



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-1353

Issued Date: 07/11/2017

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 4.010 (9) Employee Time Off: Employees Absent Without Leave (AWOL) Are Not Paid for the Time of the Absence (Policy that was issued September 18, 2013)
OPA Finding	Not Sustained (Inconclusive)
Final Discipline	N/A

INCIDENT SYNOPSIS

The OPA received an anonymous complaint regarding the Named Employee.

COMPLAINT

An anonymous complainant made allegations against the Named Employee that she was falsely claiming overtime hours when she adjusted her shift times to do overtime work, and did not work her full adjusted shift.

INVESTIGATION

The OPA investigation included the following actions:

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

ANALYSIS AND CONCLUSION

Between January 1, 2016 and November 8, 2016, the Named Employee worked 50 days where she worked both her regular job in her regular unit and overtime for a different unit. There is no prohibition in SPD policy or the Collective Bargaining Agreement which prohibits employees who are allowed by their supervisors to flex their schedule from doing so in order to obtain overtime. On average, the Named Employee worked approximately 13.5 hours per day with the combination of her normal and overtime hours. OPA's investigation was not able to conclusively state that the allegations were not true, in that the Named Employee could not confirm that she didn't go back to work while she was still reporting overtime hours, and the exact hours that were worked by the Named Employee during those 50 days could not be confirmed.

FINDINGS

Named Employee #1

Allegation #1

There was not a preponderance of the evidence either supporting or refuting the allegation. Therefore a finding of **Not Sustained** (Inconclusive) was issued for *Employee Time Off: Employees Absent Without Leave (AWOL) Are Not Paid for the Time of the Absence*

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.