

March 30, 2020

Chief Carmen Best
Seattle Police Department
PO Box 34986
Seattle, WA 98124-4986

Dear Chief Best:

Please see the below Management Action Recommendation.

Case Number

- 2019OPA-0034 / 2020COMP-0004

Topic

- Employee Timekeeping

Summary

- It was alleged that multiple employees in the Training Unit were stealing time by taking extended lunches and workouts and repeatedly leaving prior to the end of their shifts.

Analysis

- A review of the employees' prox card records showed when the employees arrived at work but did not record when the employees left the building. Training Unit employees can also work from SPD facilities that are not equipped with a prox card reader, such as the Range. Due to evidentiary limitations, OPA was unable to verify that all employees were working during the hours listed on their timesheets.
- OPA referred the case for criminal investigation due to the allegations of potential theft. SPD's Investigation Bureau found insufficient evidence to meet a criminal filing standard. The review noted the need for facility and oversight improvements to ensure effective timekeeping.

Recommendation(s)

- Put in place additional measures to ensure that employees in the Training Unit and other specialty units are working the hours they are being compensated for.

Thank you for your consideration of this matter. I look forward to your response.

Sincerely,

AM

Andrew Myerberg
Director, Office of Police Accountability