



# Seattle

Police Department

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11/21/2024

Director Gino Betts, Jr.  
Office of Police Accountability  
PO Box 34986  
Seattle, WA 98124-4986

Dear Director Betts,

Please see the below Management Recommendation response

**Case Numbers:**

- 2023OPA-0523/2024-COMP-0007

**Topic:**

- Employee Timekeeping

**Summary of the Management Action:**

A named employee exceeded the 90-hour-per-week work limit by more than 20 hours.

**Original Recommendation:**

- SPD should consider developing an overtime tracking system that accurately monitors hours worked across SPD and enforce SPD Policy 4.020 POL-1 (3)'s requirement that "exceptions [to the 90-hour maximum] must be pre-approved."
- SPD should consider including a supervisor counseling process to help monitor overtime.

**Action Taken:**

Given the citywide operational issues with Workday, it is not feasible to implement a new OT tracking system at this time. Until the payroll system issues are resolved, we are unable to move forward with the recommendations proposed. SPD is currently looking at alternative time reporting systems to address these issues.

**SPD Considers this Management Action:**

Decline: Not Feasible at the time.

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in blue ink, appearing to read "SR", with a stylized flourish.

Sue Rahr  
Interim Chief of Police