



City of Seattle

Seattle Police Department

July 5, 2017

Director Pierce Murphy
Office of Professional Accountability
720 Third Avenue, 18th Floor
Seattle, WA 98104

Re: Management Action Recommendation (2014OPA-0070)

Dear Director Murphy:

I am writing to follow up on the Management Action Recommendation, arising from an investigation regarding excessive overtime spending in the SPD training unit. You recommended 1) that steps are taken to ensure that adequate leadership, management oversight, supervisory control, and robust procedures are in place to enforce budget compliance, control overtime spending and align employee efforts with the goals and mission of the Department. That this should begin immediately within the Education and Training Section, and extend to all of SPD. 2) That the Chief of Police formally invites the City Auditor to conduct an audit of the ETS, along with recommendations for systemic improvements, if appropriate. 3) That the Chief of Police implement without delay those recommendations made by the City Auditor that will reasonably be expected to improve the effectiveness and accountability of the ETS.

The Department addressed (1) and (2) of this Management Action Recommendation in our April 10, 2015 response. In my November 23, 2016 update, we updated you on the changes that were made in response to the City Auditor's recommendations. Finally, on May 1, 2017, the department implemented policy revisions to Manual Section 4.020. Key points of the revised policy changes focus on 1) Employees obtaining pre-approval from a supervisor to work overtime. 2) The maximum number of hours' employees are allowed to work in a given week. 3) The responsibility of the supervisor to ensure that staff operates in a manner that minimizes the need for overtime. 4) Employees submittal of requests for overtime to their sergeant/supervisor using the appropriate form.

As always, please let me know if you would like to discuss further.

Sincerely,

Kathleen M. O'Toole
Chief of Police