



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-0576

Issued Date: 12/30/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (2) Employees Must Adhere to Laws, City Policy and Department Policy (Policy that was issued 07/16/2014)
OPA Finding	Not Sustained (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

The named employee was working in her unit.

COMPLAINT

The complainant, another Seattle Police Department (SPD) employee, alleged that the named employee inappropriately used department overtime and that she was working for and being paid by non-profit organizations on department time.

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 generally described concerns related to the named employee's work schedule, the amount of overtime earned and business relationships that may have created an opportunity for double-dipping and overtime abuse. In OPA interviews with the named employee's chain of command, they were aware of and approved her duties and that they had approved all of her overtime. They were also aware of and approved of her involvement with the non-profit organizations. There is no evidence that the named employee is receiving additional compensation from either organization. A review of the overtime for the time period in question showed that the named employee and her sergeant received nearly the same amount of overtime hours and that the complainant had received more overtime hours than either of them. The evidence does not support the allegation that the named employee is receiving an unfair share of overtime opportunities.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that the named employee did not abuse overtime or get paid by other organizations as alleged. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Employees Must Adhere to Laws, City Policy and Department Policy*.

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.