

Office of Administrative Hearings

Interview of Stephanie Waterman, DSHS Supervisor of Danial Kresse

Date: February 3rd 2025

Time: 9:15am – 10:00am

Interviewers: Stephanie Sullivan, Special Investigations Program Manager & Sam Stipic, Assistant State Auditor

Place: Virtual Microsoft Teams Meeting

Note: Respondent's answers in [Blue](#)

Introductory information and questions:

- Thank you for meeting with us today. My name is Stephanie Sullivan and this is Sam Stipic
 - We will both be asking some questions and taking notes.
 - The State Auditor's Office is a reporting agency, not an enforcement agency. We perform several different types of audits at a variety of government agencies across the State of Washington.
 - I want to make sure you are aware of the following:
 - You are not required to discuss any information with us; however, we consider your input valuable and it will assist us in making recommendations to DSHS/DCYF.
 - If you would like to end the meeting at any time, you may do so. Also, if you want to take a short break from the interview, just let us know.
1. Do you understand what I have explained to you? [Yes](#)
 2. Are you willing to proceed? [Yes](#)

General Questions:

1. How long have you worked for DSHS? [Since 2010, the first year was with what is now DCYF, but since 2011 she has been at western state hospital \(DSHS\)](#)
2. What is your position title? Have you held any other positions with the agency? [Currently a Psychiatric Social Worker 4 \(PSW4\) has also held position as PSW3, IC3 HMT3 community nurse specialist, office assistant and civil social work manager](#)
3. Can you please briefly explain to us what your primary responsibilities are at DSHS?
4. How many employees do you supervise? [17 employees. Oversees civil districts team, 17 staff with multiple disciplines. She is primarily responsible for all community discharges and transfers at western state hospital](#)

- a. What type of work equipment do employees need to complete their jobs? Laptop, cell phone, Teams messages, etc. [Laptop, cell phone, Teams, etc. – it depends on the employee discipline, social workers all have laptops.](#)
 - i. Is there any system they would need to access on a daily basis to complete their daily work? [they always use teams and checking outlook, internal databases like Trex, patient inquiry, communication a lot of it is done by phone, when teleworking they use cellphones more but only telework 1 day a week. Lot of face-to-face contact. If patients are discharging or providers are coming in, employees need to be on site. Depending on the workday agenda they won't telework on their designated day. They will let Stephanie know by email or will call to let her know they are teleworking, but they usually have a set day.](#)
 - b. Do employees complete daily timesheets? Can you describe how this process works? [Depends on the job class, MHT nurses always fill out timecards cause OT eligible. Social workers started filling out timesheets but not sure exactly when.](#)
 - c. Do you review and approve the timesheets? Can you describe how this process works? [Yes, timesheets are approved as well as leave tracker entries.](#)
 - d. What is the process if employees are out sick or want to use vacation time?
 - i. Who approves this? [Supervisors in leave tracker](#)
 - ii. How is employee leave time tracked and monitored? [Leave tracker and approval. Stephanie mentioned there are sometimes discrepancies between leave tracker and the HR leave system, but paystubs reflect leave accurately.](#)
 - e. Are employees you supervise allowed to work remotely? If so, how is this monitored? [Yes, one day a week max. monitoring limited to ensuring required tasks get done.](#)
 - i. Do any of the employees you supervise hold other employment outside of DSHS? Who and where? [She has 1 that just quit Safeway working the night shift, also 1 employee that had outside internship in private practice but that has since ended. 1 that worked DCYF at night – central intake on call supervisor position but said this had been approved by previous supervisor before she started supervising him and had an outside employment form on file for the DCYF position.](#)
 - ii. Does this impact work schedules at DSHS? [She has not noticed this impacting work schedule at DSHS](#)
5. Do you supervise Daniel Kresse? How long have you been his supervisor?
- a. What is his typical work schedule and hours? [His normal schedule is 8-4:30 Monday – Friday unless they have a discharge early in the morning they will come in 7/7:30 and then will flex that day and got off earlier \(this is infrequent\). He is working on the ward doing discharge stuff. Floats between ward and his office \(mostly in person\). He has a scheduled remote day but sometimes it's hard to utilize this remote workday – Dan's day is Tuesdays. He has a laptop and is quick to respond to phone calls.](#)
 - b. Is he allowed to work remotely? If so, how do you know he is working? One day a week remote. [She sees him regularly but is off doing his thing, but he is always on site but](#)

doesn't track where he is at every moment. But anytime she has called him to her office he shows up

- c. How often do you interact with Daniel Kresse in your capacity as supervisor on a weekly basis? (e.g. review/approval of timesheets, leave, on call work, weekly/monthly check-ins, performance reviews, etc) **Pretty regularly while on site (see previous question response)**
 - d. During your time supervising him, have you received any complaints or noticed anything concerning such as consistently not showing up on time, not completing required tasks, poor work quality, incomplete work, etc.? **No, never had any complaints or concerns about any of these items.**
 - e. Are you aware if he holds any other outside employment? **When she first inherited him, they do outside employment form every year. She talked to the previous supervisor when she saw previous outside employment form on file for Dan (from 2021 held by Stephanie Holt, previous supervisor). Previous supervisor said it was after hours on call in the evening and remote and central intake child welfare after hours. She inherited him a couple months into 2021 and then people were furloughed for a few months. She then got him back in April or May 2023. He is filling out a timesheet and reporting sick and vacation leave through leave tracker. She said Dan enters leave months in advance typically. He is not an employee that calls in on short notice. Never expressed impact of his other job on his job at DSHS. No concerns from other staff not carrying his workload. Her social workers have a lot of autonomy and make own schedules for what tasks they complete during the day and what order. Some fellow social workers in the past have asked "where's dan", but he is just not someone who works at a desk for 8 hours. Most are in their offices most of the time, but Dan spends more time at the ward; however, when she calls him he always comes on time, always responsive and work always gets done. She said he is kind of an interesting character, not as routine as other staff – more ward based not always in his office. Work is thorough and complete, never worried about him getting stuff done. Never outwardly tired or exhausted.**
6. Could you explain the significance of Daniel's daily time entries from June 2020 – present day? Do these indicate actual hours worked at DSHS? **4 examples of conflicting time entry were shown from B.1.27: (1) 3/25/2023 – 3/26/2023 (2) 11/15/2023 – 11/17/2023 (3) 3/6/2024 – 3/7/2024 (4) 4/17/2024 – 4/18/2024 Yes, these indicate actual hours worked. For the 3 hour overlaps on the shifts at DSHS worked from 6pm – 9pm in 2022, these were extra duty pay hours for social workers to help cover gaps in staffing to complete required documentation for patients. She mentioned he could have done this remote. No explanation for the overlapped hours.**
7. We noted instances where Daniel would work 24 – 68 hours straight between shifts at DSHS and DCYF. How is this feasible? **4 examples of conflicting time entry were shown from B.1.27: (1) 3/25/2023 – 3/26/2023 (2) 11/15/2023 – 11/17/2023 (3) 3/6/2024 – 3/7/2024 (4) 4/17/2024 – 4/18/2024 She does not know how this is feasible, but she says she knows Dan said the DCYF work is remote and on-call. She doesn't know if he is leaving his DSHS job early to start his DCYF**

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Commented [SS4R3]: added

shift during the overlaps (DSHS shift ends at 4:30pm and DCYF shift starts at 4:00pm). She mentioned the flex days of starting early wouldn't happen enough for this to be the explanation for every instance.

8. We noted instances where Daniel's time recorded at DCYF and DSHS overlap. How can this be explained? **[4 examples of conflicting time entry were shown from B.1.27: (1) 3/25/2023 – 3/26/2023 (2) 11/15/2023 – 11/17/2023 (3) 3/6/2024 – 3/7/2024 (4) 4/17/2024 – 4/18/2024** even if on-call at DCYF, wouldn't this create an issue if he was called in during his shift at DSHS? How would this be handled? **Yes, she doesn't understand how he would be able to respond to on-call work at DCYF if he was still on shift at DSHS in the last 30 minutes (4:00pm – 4:30pm) or in other instances where hours overlap.**
9. Is there anything else we should know, or you think might be helpful for us? **Stephanie believes Dan is aware that an investigation is being conducted from the DCYF side. He asked Stephanie and she did not disclose anything.**

Thank you for helping us with this process. If you can think of anything else that might be helpful to the audit, please call or email me.

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