

Office of Administrative Hearings

Interview of Daniel Kresse, Social Service Specialist 5 (DCYF), Psychiatric Social Worker 3 (DSHS)

Date: March 4, 2025

Time: 10:00am-11:00am

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

Place: Teams call

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 work for DSHS? [Been there since 2018](#)
2. What is your position title? Have you held any other positions with the agency? [Psychiatric social worker 3, no other positions held.](#)
3. Can you please briefly explain to us what your primary responsibilities are? [Work as a discharge social worker in ward C2 he primarily coordinates and processes the discharge of patients. When added to active discharge list, he coordinates with hospital and families and managed care organizations to discharge them and does paperwork to discharge them. Does not supervise anyone as part of this position.](#)
4. Can you describe what your work schedule is? [8am – 4:30pm Monday - Friday](#)

- a. How does the time reporting process work? Who approves your timesheet? *Used to not have to report time at all. A little over one year ago they started giving a bump for working on site, but that required them to enter their time and specify the hours of on-site premium pay. Says he usually waits and enters his time at the end of pay period when the timesheet is due. Supervisor Stephanie Waterman approves time sheet.*
5. When you need to request vacation or sick leave, how does this work? *Supervisor Stephanie Waterman approves. Submitted through leave tracker.*
6. Could you explain what a typical day on the job involves?
Coordinates and processes the discharge of patients. When added to the active discharge list, he coordinates with hospital and families and managed care organizations to discharge them and does paperwork to discharge them. Does not supervise anyone as part of this position.
7. Who at DSHS is aware of your employment with DCYF? *Stephanie is aware. He said every year he must fill out an outside employment form. Hasn't talked about his schedule at DCYF, but DSHS knows he works there a couple times a week in the evenings.*
8. How long have you worked for DCYF? *Since 2010, 15 years*
9. What is your position title and can you describe your roles and responsibilities? *Social service specialist 5 after hours supervisor. 4:30pm is when they start prepping work. Initial face to face meetings for allegations of abuse, processed 24-hour intakes, he primarily assigns staff to those intakes and coordinates the processing of those intakes. Also frequently talks to law enforcement and parents regarding allegations of abuse and misconduct.*
10. What is your work schedule? Start time/end time?
 - a. How does the time reporting process work? Who approves your timesheet? *On call position but it has changed a few times. Weekdays start at 4. He will flex westerns time to start after hours work early. Helpful to start earlier cause get a lot of calls and likes to start early. Usually works until midnight, but on the weekends works later. When flexing at DSHS Stephanie is not really in the know, he will come in early and leaving early without really communicating the flex time to Stephanie. He feels he is compensating appropriately for the flex time.*
11. When you need to request vacation or sick leave, how does this work? *Same thing as western state hospital (DSHS), he puts requests in leave tracker and approved by supervisor Hieu Deng.*
12. Could you explain what a typical day on the job involves?

Primarily assigns staff to intakes and coordinates the processing of those intakes. Also frequently talks to law enforcement and parents regarding allegations of abuse and misconduct. Paperwork required for processing intakes. Sleeps from 1am to 7am. Couple years ago he would go to 4:30am until he gave that shift to another on call worker that does overnights. Changed to ending shift at midnight about a year or year and a half ago.

13. Do these job schedules ever overlap? If so, how do you handle your time reporting? **No, but sometimes uses flex time to leave DSHS early and start at DCYF early.**
14. Who at DCYF is aware you also hold employment at DSHS? **Supervisor, and presumably HR is aware by way of supervisor informing them with outside employment disclosures.**
15. We have reviewed time reported worked at DSHS compared to time reported at DCYF and noted instances where you would work 24 – 72 hours straight between your shifts at DSHS and DCYF. Can you help us understand how is this feasible? Note: **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.** Mentioned this was a difficult time prior to getting another on-call employee to cover the 12am-4:30am shift. However, the hours are valid.
 - a. When do you rest/sleep?
During the shift, after hours on call employees are available for calls and typically at night there aren't a lot of calls that go in. Does rest while on-call but on duty and expected to respond, so doesn't sleep. But understands the concern.
16. We noted instances where your time recorded at DCYF and DSHS overlap. How can this be explained? Note: **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.** Regarding the 3 hour overlaps, this was for Psychological social assessments that was after hours work that western state offered. Because hours were entered at the end of the pay period for both DSHS and DCYF, must have entered the wrong time for DCYF but still worked both shifts. Regarding the half hour overlaps, this was due to the use of flex time. Often started DSHS shift early and ended early at 4pm (flexing the last half hour) then started DCYF shift.
17. Is there anything else we should know, or you think might be helpful for us? **Mentioned that he would do a better job at entering time each day rather than at the end of the pay period to ensure hours are accurately documented and don't appear to conflict (accounting for flex time) and that he would communicate to his supervisor when he is flexing his schedule as this has previously not been communicated, although allowable.**

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.