

**Purpose:** To document our further inquiry into the subject's position at DSHS given his record of time entries and conflicting schedule with his other position at DCYF analyzed at B.1.27  
**Source:** Rick Meyer, DSHS External Compliance Manager  
**Conclusion:** See our inquiry on PDF Pg. 3 regarding no time entries prior to June 2020 at B.1.27, as well as the time entries themselves when our initial understanding was that this was not required. Based on the response below, and data at B.1.27, the subject was making these entries for time worked (while not clear as to why). We will ask further questions of the subject's supervisor regarding this during our interview documented at B.1.17. See additional details regarding his position below.

**From:** [Meyer, Rick \(DSHS/OOS\)](#)  
**To:** [Stipic, Sam \(SAO\)](#)  
**Subject:** RE: DCYF F-23-364  
**Date:** Friday, September 27, 2024 9:03:17 AM  
**Attachments:** [image002.png](#)  
[image003.png](#)  
[image004.png](#)

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Sam,

Here is what I received from payroll:

Daniel has been in OT Exempt positions since 2016. He was not required to make any entries for time worked.

I do not know why he started making entries in July 2020. It does appear that he was changed from OT Exempt to OT Eligible and back to OT Exempt on a couple of occasions. I am not sure why this was done. At this time I believe there was confusion on positions that were transitioning from OT Exempt to OT Eligible due to CBA changes. This was the timeframe the Psychiatric Social Workers could start claiming "extra duty" hours. So I believe there was back and forth on how to track it until a Leave Tracker Code was created.

**Nov 2, 2020** Heather Prescher

- Changed 'overtime eligibility' status to 'Not overtime eligible'

**Sep 25, 2020** Heather Prescher

- Changed 'overtime eligibility' status to 'overtime eligible'

**Sep 8, 2020** Heather Prescher

- Changed 'overtime eligibility' status to 'Not overtime eligible'

**Aug 18, 2020** Heather Prescher

- Changed 'overtime eligibility' status to 'overtime eligible'

**Nov 19, 2018** Anthony Long

- Changed 'overtime eligibility' status to 'Not overtime eligible'

C. The salary paid to overtime-exempt employees is full compensation for all hours worked, except:

1. Psychologist – Forensic Evaluators and Psychiatric **Social** Workers working at the Department of **Social** and Health Services (DSHS) are expected to work as many hours as necessary to accomplish their assignment or fulfill their core responsibilities. However, because DSHS has a unique situation that requires Psychologist-Forensic Evaluators and Psychiatric **Social** Workers to work hours over and above those necessary to accomplish their assignment and fulfill their core responsibilities, Psychologists – Forensic Evaluators and Psychiatric **Social** Workers will receive additional straight time pay at their regular rate of pay for working these “extra duty” hours.

“Extra Duty” is defined as work hours assigned by management that are hours over and above those necessary to accomplish the Psychologist – Forensic Evaluator’s and Psychiatric **Social** Worker’s regular assignment and fulfill their core responsibility. “Extra duty” hours typically include covering hours/shifts not regularly assigned to any other Psychologist – Forensic Evaluator or Psychiatric **Social** Worker. When seeking to fill the extra duty hours,

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the Employer retains the right to assign any Psychologist – Forensic Evaluator or Psychiatric **Social** Worker who has the appropriate skills and abilities required for the extra duty. Management will ask for volunteers for the extra duty, but retains the right to select any Psychologist – Forensic Evaluator or Psychiatric **Social** Worker for the extra duty regardless of whether there are volunteers or not and retains the right to restrict the number of extra duty assignments that any one employee works.

Also....back in 2020 there was the whole furlough thing.

[richard.meyer@dshs.wa.gov](mailto:richard.meyer@dshs.wa.gov)

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**From:** Stipic, Sam (SAO) <sam.stipic@sao.wa.gov>  
**Sent:** Wednesday, September 25, 2024 4:10 PM  
**To:** Meyer, Rick (DSHS/OOS) <rick.meyer@dshs.wa.gov>  
**Subject:** FW: DCYF F-23-364

Hey Rick,

To add to the message below, we did receive leave request data going back to 2018, but there were no timecard entries prior to 6/16/2020 (the 2<sup>nd</sup> tab of the excel worksheet that was provided shows the time entry data). If this data doesn't exist, could the department try to determine why (e.g. not required to submit a timesheet prior to 6/16/2020)?

Additionally, our original understanding at the beginning of the investigation (based on initial inquiry) was that Daniel's position is salaried and overtime exempt, and due to this he does not fill out a timesheet (and there is no approval). Only leave requests are submitted for time off and approval. However, upon review of the information provided, it looks like Daniel is recording his time each day using a time entry as there is a start time and end time for each entry. While it does not look like these entries are approved (or need to be), it does indicate that the entries were requested on a certain date and posted to HRMS. We just want to get some clarification on what these time entries indicate. Based on the data, it looks like he is entering his time on these days and attesting to the hours and time period worked. Would the department agree?

Thanks,

Sam

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**From:** Stipic, Sam (SAO)  
**Sent:** Wednesday, September 25, 2024 12:58 PM  
**To:** Meyer, Rick (DSHS/OOS) <[rick.meyer@dshs.wa.gov](mailto:rick.meyer@dshs.wa.gov)>  
**Subject:** DCYF F-23-364

Hey Rick,

The timecard entries we received for Daniel Kresse only went back to 6/16/2020. Is there more data that goes back as far as January 2018 that we could get?

Let me know.

Thanks,



Sam Stipic , CPA

Assistant State Auditor, [Office of the Washington State Auditor](#)

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