

## Gross, Carol (SAO)

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**From:** Tiffany M Day <acenat@uw.edu>  
**Sent:** Wednesday, October 19, 2022 9:56 AM  
**To:** Gross, Carol (SAO)  
**Cc:** Richard Cordova; Peter Harris; Zenaida Shattuck  
**Subject:** RE: Discuss Citizen Concern  
**Attachments:** 2020-130 UWMC - Center for Pain Relief - Overtime.pdf; EthicsPoint Incident Management - 2020-158.pdf

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### External Email

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Good morning Carol,

Thanks for following back up on this one.

We dug into this one deeper and believe this is a duplicate complaint related to an investigation we completed back in 2020. I have provided the original complaint we received in 2020 (1<sup>st</sup> attachment) and our completed investigation report (2<sup>nd</sup> attachment).

We received the initial complaint back in July 2020 alleging the two individuals (same ones named in your complaint) who received pay for a significant amount of overtime that the reporter did not believe they truly worked. Additionally, the complaint alleged one of the individual's was still on the clinic's payroll after leaving the clinic. HR also conducted their own review as well. Based on our investigation it was determined:

- The overtime paid to the two individuals had been verbally pre-approved and justified.
- The employee alleged to have separated from the clinic but remained on the clinic's payroll had never actually left the clinic therefore there was no issue with them remaining to be compensated by the clinic.
- Internal controls at the clinic were not sufficient to ensure overtime hours were properly pre-approved and approved in the Kronos system. Specifically, improvement was needed over the documentation of overtime pre-approvals, Kronos timecard sign-offs and approvals, and monitoring. Note – After the issuance of our report in December of 2020, our office followed up and found overtime controls had been improved to address the risk identified.

Based on our records, this appears to be a duplicate complaint associated with an investigation we have already conducted and consider closed. Please let us know if you need any other information related to this investigation.

Thanks.

*Tiffany Day, CIA*

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**From:** Gross, Carol (SAO) <grossc@sao.wa.gov>  
**Sent:** Tuesday, October 18, 2022 3:19 PM