



SUNRISE POLICE DEPARTMENT

Daniel Ransone
Chief of Police

10440 W Oakland Park Blvd
Sunrise, Florida 33351
(954) 764-4357



Internal Affairs Complaint Report Narrative

I. INTRODUCTION:

Subject Employee: Full Time Sworn/Non-Sworn Employees

Complainant: Chief Ransone

Witnesses: None

Narrative:

On September 12th, 2023, the Sunrise Police Department received an anonymous complaint on a Road Patrol Officer (23-09-01), specific to her “stealing time” and using her marked patrol vehicle in violation of policy. As that investigation unfolded, and we compared The Road Patrol Calendar to “Telestaff/Kronos” entries, it became evident that numerous officers had entries that required further explanation. As a result, Chief Ransone authorized a secondary investigation into the Department wide usage of our time keeping system, Kronos.

The Investigative Narrative section outlines the details of my investigation into this matter and my conclusion with respect to any policy violations will be found in the Investigative Findings and Disposition section.



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II. INVESTIGATIVE NARRATIVE:

On **September 13, 2023**, Sunrise Police Department received a written complaint on a Road Patrol officer. That complaint alleged this officer was “stealing time” and using her marked patrol vehicle for personal errands. During the course of her investigation, there were multiple calendar and Telestaff entries made by numerous officers, that required further explanation.

On **September 16, 2023**, Chief Ransone authorized a secondary investigation into the usage of Kronos Department wide.

From **September 16, 2023-October 20, 2023**, Lieutenant Reardon and I collected data from numerous sources that could be related to this case. Once collected, Lieutenant Reardon and I compared the division calendar, schedules, and Telestaff entries to account for all employees. All outstanding employees, were then compared to the remaining data.

A final list of sergeants, officers and public service aides (PSAs) was compiled, detailing officers who took some form of leave but it was either never entered into Telestaff, or entered outside of the pay period, and thus never debited from the appropriate leave bank during the designated timeframe.

On **October 25, 2023**, Lieutenant Katz, Chief Ransone and I met with the head of the Public Corruptions Unit, Chris Killoren, at the State Attorney’s Office. He was provided with my case file to review. Mr. Killoren advised the case would be taken on as an “inquiry” and we would be notified of the outcome in the near future.

On **November 13, 2023**, I received email notification from Mr. Killoren that the SAO would not accept this investigation as a criminal case.

During the months of **December 2023 and January 2024**, 5-day notices were given to all 44 officers, sergeants or PSAs related to this case. See their specific 5-day notice for the exact date of service.

Also, during this timeframe, I took taped sworn statements from the below listed employees:

On **December 12, 2023**, I took a taped sworn statement from **Sergeant William Bettencourt**. His date in question is 12/26/22. He stated he was not at work that day and he did not intend to deprive the City of their time. He was on the calendar for vacation.

Debit: 11.5 hours vacation time.

On **December 12, 2023**, I took a sworn taped statement from **Sergeant Marc Berryman**. His dates in question are 12/5/22, 1/16/23, 2/13/23, 3/22/23, 5/15/23, 6/19/23, and 7/24/23. He did not contest that he was not at work on any of the listed dates and was on the calendar for vacation. Sergeant Berryman stated none of it was intentional and that he uses the mobile phone (MP) application regularly and that could be a contributing factor. He never intended to deprive the City of their time.

Debit: 80.5 hours vacation time.

On **December 13, 2023**, I took a sworn taped statement from **Officer Delia Negron**. Her dates in question are 2/16/23 and 6/14/23. She agreed that she did not work those days and she was on the calendar for vacation. Officer Negron said that she is not sure why the time was not entered into Telestaff but that it must have been accidental or logistics since she does use the MP application on occasion. It was never her intent to deprive the City of their time.

Debit: 23 hours vacation time.

On **December 14, 2023**, I took taped sworn statement from **Public Service Aide Kortney Morin**. Her date in question is 3/2/23. She confirmed that she did not work that day. However, she actually took leave on 3/2 and 3/3 that week but entered it into Telestaff as 3/3 and 3/4. It was confirmed that she worked on 3/4. The time was already taken from her leave bank. She had no intent to deprive the City of their time.

Debit: 0 hours.

On **December 14, 2023**, I took a sworn taped statement from **Officer Roshanda McWilliams**. Her dates in question are 11/19/23 630-9a and 2/9/23. Officer McWilliams agreed that she did not work those dates. She stated that she was not sure how or why the time was not entered into Telestaff. It was never her intent to deprive the City of their time.

Debit: 14 hours vacation time.

On **December 14, 2023**, I took a sworn taped statement from **Officer Janine Garcia**. Her date in question is 8/18/23. She stated that was her first day back after being on workman's comp

and still was not feeling well. Her sergeant told her to leave straight from briefing, she assumed he took care of her Telestaff. We agreed, the sergeant should have entered the time. It was never her intent to deprive the City of their time.

Debit: 10.5 hours (supervisor error).

On **December 14, 2023**, I took a taped sworn statement from **Officer Andrew Saavedra**. His dates in question are 4/23/23 3-5p and 6/11/23. Officer Saavedra said he must have forgotten to enter his vacation for 4/23/23. For 6/11/23, he stated he called in sick that day and followed procedure according to policy. He should only be held accountable for the 3 hours on 4/23/23 but debited sick for 6/11/23. Officer Saavedra stated it was not his intent to deprive the City.

Debit: 3 hours vacation and 11.5 sick (supervisor error) time.

On **December 14, 2023**, I took a taped sworn statement from **Officer Eric Carter**. His dates in question are 2/9-10/23 and 6/10/23. Officer Carter stated that he did not work those days. He said for 2/9 and 2/10, he was off the other two days of that work week so he is not sure how these dates were not recorded as vacation as well. Concerning 6/10/23, he was not sure why the date was not entered. He said sometimes the sergeants will enter it on the calendar and then in Telestaff for them. It was not his intent to deprive the City.

Debit: 34.5 hours vacation time.

On **December 14, 2023**, I took a sworn taped statement from **Officer Jessica Larin**. Her dates in question are 7/22/23 and 7/29/23. Officer Larin was on the calendar for vacation on both dates, she agreed she was not at work those days. On 7/22/23 the adjustment was made on Telestaff but it was entered late. On 7/29/23, Officer Larin believed she just forgot to enter it. She said her intent was never to deprive the City of their time.

Debit: 23 hours vacation time.

On **December 14, 2023**, I took a taped sworn statement from **Officer Paige Saunders**. Her dates in question are 9/1-3/23. Officer Saunders stated she was not at work on the listed days. She stated it was her first-time taking vacation and she assumed it was up to the sergeant to enter them into her Telestaff. Her vacation dates were eventually entered outside the pay period. It was not her intent to deprive the City of their time.

Debit: 34.5 hours vacation time.

On **December 15, 2023**, I took a taped sworn statement from **Officer Christopher Wray**. His dates in question are 12/3/22, 3/30/23, 6/14/23. On 12/3/22 he was on the calendar for vacation but it was not entered into Telestaff. For 3/30/23 it was determined Officer Wray swapped a workday with Officer Grassetti in the same week. Officer Wray did not update his Telestaff to reflect this adjustment. His vacation bank should not be debited for this day. For 6/14/23, Officer Wray was on the calendar for vacation and agreed he did not work. It was not entered

into Telestaff. Officer Wray said it must have been accidental or system error. It was not his intent to deprive the City of their time.

Debit: 23 hours vacation time.

On **December 15, 2023**, I took a sworn taped statement from **Sergeant Richard White**. His date in question is 11/25/22. Sergeant White was on calendar for vacation but the time was never entered into Telestaff. He is unsure why it was not in his Telestaff, he thought it was accidental or a system error. Sergeant White stated he never intended to deprive the City of their time.

Debit: 11.5 hours vacation time.

On **December 19, 2023**, it was discovered that **Officer Rodrigo Castro** was in training during his dates in question. He was notified of such on the same date and did not provide a taped statement.

Debit: 0 hours

On **December 19, 2023**, I took a taped sworn statement from **Officer Justin Bromberg**. His dates in question are 11/9/22 730-0930a, 11/21/22 730-930a, 12/20/22, 1/1/23, 1/30/23 800-830a, 2/27/23 800-1000a, 3/1/23 800-830a, 3/13/23 730-830a, 4/9/23 730-830a, 4/25/23, 6/13/23, 6/21/23, 7/30/23, 8/1/23, 8/2/23, 8/15/23 730-900a, 8/16/23 730-830a, 8/29/23, and 10/22/23. Some of the above dates are preapproved sick, Officer Bromberg thought it was like our other sick procedures when the supervisor entered it into Telestaff. He believed the remaining days were a result of either MP application or computer errors when attempting to “right click and drag” or it was possible he had forgotten. It was not Officer Bromberg’s intent to deprive the City of their time.

Debit: 92 hours vacation time and 34.5 preapproved sick time.

On **December 19, 2023**, I took a taped sworn statement from **Officer Shane Duncan**. His date in question is 10/24/22. He agreed he was not at work that day. Officer Duncan thought it was a “glitch” in the system and he did not intentionally try to deprive the City of their time.

Debit: 11.5 hours vacation time.

On **December 19, 2023**, I took a taped sworn statement from **Sergeant Jason Zinn**. His date in question is 7/17/23. During his statement he said that he was not at work that day and he intended to take “Preapproved Sick”. This was also noted on the Road Patrol Calendar. Sergeant Zinn is unsure why it was not on his Telestaff. He did offer that he could have attempted to use the application or computer and it did not go through for whatever reason. Sergeant Zinn stated he never intended to deprive the City of their time.

Debit: 11.5 hours preapproved sick.

On **December 19, 2023**, I took a taped sworn statement from **Officer Jerald Davis**. His date in question is 3/2/23. He stated he did not work that day and he was scheduled for preapproved

sick. Officer Davis said during that time frame it was typical for the sergeants to enter his leave for him. He stated it was not his intent to deprive the City of their time.

Debit: 11.5 hours *preapproved sick*.

On **December 19, 2023**, I took a sworn taped statement from **Officer Brandon Vargas**. His dates in question are 10/13/22 and 7/23/23. Officer Vargas was not at work on 7/23/23 and is not sure why the adjustment was not entered into his Telestaff. He was on the calendar for vacation. On 10/13/22, Officer Vargas was unsure why he was unaccounted for that day. His intention was not to deprive the City of their time.

Debit: 23 hours vacation time.

On **December 20, 2023**, I took a taped sworn statement from **Officer Jorge Baca**. His dates in question are 3/17-19/23, 4/7/23, and 6/15/23. He agreed he was not at work on those days. Officer Baca stated he may have told his sergeant to enter the dates since he was locked out. He also thought there could have been a miscommunication between them. Officer Baca was listed as having vacation on the calendar. It was not intentional and he did not intend to deprive the City of their time.

Debit: 57.5 hours vacation time.

On **December 20, 2023**, I took a taped sworn statement from **Officer Cory Gindlesperger**. His date in question is 9/17/23. He stated he did not work that day. Officer Gindlesperger stated he did enter the leave (vacation) but it was outside of pay period so it was not debited from his leave account. It was not his intent to deprive the City of their time.

Debit: 11.5 hours vacation time.

On **December 21, 2023**, I took a sworn taped statement from **Officer Joshua Reasbeck**. His dates in question are 1/17/23 1-7p, 4/30/23,6/25/23,7/9/23, and 9/5-6/23. Officer Reasbeck stated he was not at work those days and was unsure why they did not reflect in his Telestaff. He was on the calendar as vacation. He said he does use the application. Officer Reasbeck stated it was not his intent to deprive the City of their time.

Debit: 63.5 hours vacation time.

On **December 21, 2023**, I took a taped sworn statement from **Detective Clayton Roberson**. His dates are 2/5/23 and 8/20/23. When asked if he worked those days he acknowledged that he did not. Detective Roberson then stated he did enter the leave (vacation) for the dates but he did so after the close of the pay period. Both dates are Sundays and he entered the leave after the close of the pay period which is early Monday morning (the following day). Detective Roberson said he did not intentionally deprive the City of their time.

Debit: 23 hours vacation time.

On **December 21, 2023**, I took a sworn taped statement from **Sergeant Michael Wilds**. His date in question is 12/25/22. He stated he did not work that day. Sergeant Wilds was not sure why it was not in Telestaff but did say he could have asked someone else to enter it for him or it could be related to the application since he does use it. He was on the calendar for vacation. It was not his intent to deprive the City of their time.

Debit: 11.5 hours vacation time.

On **December 21, 2023**, I took a taped sworn statement from **Officer Jens Schmidt**. His dates in question are 12/14/22, 7/3-6/23. Officer Schmidt stated he was not at work on the listed dates. He stated that he was unsure how the leave was not entered for the listed dates but that he does use the application. He was on the calendar for vacation, except for 12/14/22. It was not Officer Schmidt's intent to deprive the City.

Debit: 57.5 hours vacation time.

On **December 21, 2023**, I took a taped sworn statement from **Officer Mark Thomas**. His dates are 1/9/23 and 9/4/23. When asked if he was at work those days, he stated no. Officer Thomas stated he was not sure how the leave was not entered and that it was accident. He was on the calendar for vacation. He stated it was not his intent to deprive the City of their time.

Debit: 23 hours vacation time.

On **December 28, 2023**, it was realized **Officer Brandon Morin** was performing at an event for Honor Guard on both dates in question. He did not provide a statement.

Debit: 0 hours.

On **December 29, 2023**, I took a taped sworn statement from **Officer Bradford Jones**. His dates in question are 12/3/22, 2/28/23 3-430a, 3/11/23 1800-2200, 7/27/23. He confirmed that he was not at work those days. Officer Jones was unsure why the adjustments were not made to his Telestaff. It was not his intent to deprive the City of their time.

Debit: 28.5 hours vacation time.

On **December 29, 2023**, I took a taped sworn statement from **Public Service Aide Saasha Hales**. Her date in question is 6/20/23. She agreed that she did not work that day. PSA Hales said it was her Birthday and she must have forgotten to enter it into her Telestaff. It was not her intent to deprive the City.

Debit: 10 hours vacation time.

On **January 3, 2024**, I took a taped sworn statement from **Officer Nicholas Grassetti**. His dates in question are 11/20/22 and 12/11/22. He agreed that he was not at work those days. Prior to going on tape, Officer Grassetti provided a SWAT training log that showed him working that week and the date in question, 11/20/22, was actually his RDO. This was verified. The second date 12/11/22, Officer Grassetti forgot to put the vacation in his Telestaff and text Sergeant Wilds

asking him to put the time in Telestaff for him. Sergeant Wilds never acknowledged or responded to Officer Grassetti. He stated he did not follow-up and check if the time was entered. It was on the calendar as vacation. It was never Officer Grassetti's intent to deprive the City of their time.

Debit: 11.5 hours vacation time.

On **January 3, 2024**, I took a taped sworn statement from **Officer Bernard McCutcheon**. His dates in question are 12/31/22, 3/5/23, and 7/27/23. He stated he was not at work those days. He was listed on the calendar for vacation for all three dates. The date of 3/5/23, was entered after the pay period and never debited from his leave bank. The other two dates were never entered into Telestaff. It was never his intent to deprive the City of their time.

Debit: 23 hours vacation, 11.5 hours comp= total hours 34.5

On **January 3, 2024**, I took a taped sworn statement from **Officer Andrew Hydes**. His dates in question are 11/2/22 2-5p, 11/30/22 2-5p, 2/8/23 2-5p, 3/2/23 2-5p, and 3/8/23 2-5p. During the interview we were able to resolve three dates, 11/2, 11/30, and 3/8. We determined he entered leave on the wrong dates, thus the leave was already debited. The only two dates still in question were 2/8 and 3/2. He agreed that he was not at work on those dates and times in question. Officer Hydes was not sure why the time was not entered into Telestaff. It was not his intent to deprive the City.

Debit: 6 hours vacation time.

On **January 4, 2024**, I took a taped sworn statement from **Officer Jacob Pincus**. His dates in question are 2/24/23, 2/25/23, 2/26/23, 7/22/23, and 10/15/23. Officer Pincus was in training on 2/24, 25, and 26, which was verified. On 7/22, Officer Pincus called in sick and the supervisor never entered it into Telestaff. The final day of 10/15, was entered late. It was never his intent to deprive the City.

Debit: 11.5 hours sick time (7/22) and 11.5 hours vacation time (10/15).

On **January 9, 2024**, I took a taped sworn statement from **Officer Craig Wong**. His dates in question are 12/28/22, 3/20/23, 3/21/23, 3/22/23, and 3/27/23. Officer Wong does not recall being at work on 12/28. The other four dates he was on the calendar for vacation but entered the leave into Telestaff late. He stated that Kronos locks you out if there is no activity within 31 days. Officer Wong thought he was locked out in that timeframe and had to have a sergeant enter them for him. He also said, since he works nightshift, it is hard to get an immediate resolve from IT. He never intended to deprive the City.

Debit: 57.5 hours from vacation time.

On **January 10, 2024**, I took a sworn taped statement from **Officer Michael Ryan**. His dates in question are 2/12/23, 4/9/23, and 6/4/23. Officer Ryan was on the calendar as vacation for

2/12 and 4/9. He stated he did not work all three days and must have forgotten to enter his leave into Telestaff. He did not intend to deprive the City.

Debit: 34.5 vacation time.

On **January 10, 2024**, I took a taped sworn statement from **Sergeant Daniel Rodriguez**. His dates in question are 11/11/22, 11/12/22, 12/30/22, 7/2/23, 7/7/23, and 7/9/23. Sergeant Rodriguez agreed that he was not at work on all the dates except 7/2/23. He felt it was “possible” he worked that day. Sergeant Rodriguez provided a credit card transaction from 7/2/23, from a 7-11 store located on Nob Hill and Sunset Strip. He was unable to provide the transaction time. He went on to explain he may have not come into the building since he was training Sergeant Cason (he handled everything), which would explain why his access card was not used the entire workday. Sergeant Rodriguez did not intentionally try and deprive the City of their time.

When asked if he had anything further, Sergeant Rodriguez stated our calendar system is outdated and it does not communicate with Kronos. Also, the system is frequently down and they are unable to use it. When this occurs, the officers or sergeants in turn forget about the leave and it is ultimately never entered.

On **January 12, 2024**, Sergeant Rodriguez emailed me a copy of his call log showing he spoke to Sergeant Cason on 7/2/23, 9 times in an 8-minute time span. The calls are made between 2152 hours and 2200 hours.

Initially this information was compelling, however, the evidence proving he was *not* at work is overwhelming. It was decided to debit Sergeant Rodriguez the time for 7/2/23. See the below information when considering the final outcome:

- No access card swipes for the entire building, including his office space, for the entire work day.
- No CAD (Computer Aided Dispatch)-any activity would have generated a footprint.
- No LPR (License Plate Reader) hits to include the LPRs at our building.
- No TAR activity. (Did not use FCIC/NCIC)
- No DAVID activity. (Did not run any driver licenses)
- Spot checked CAD from various calls on 7/2/23 and he was not listed.
- Spot checked officers BWC from the 7/2/23 and he was not seen on BWC.
- He worked 7/1/23 into 7/2/23 (overnight), so having a 7-11 transaction from 7/2/23 is not definitive that he worked 7/2 into 7/3.
- It is not uncommon for new sergeants to call seasoned sergeants for advice (even off duty), according to Sgt. Rodriguez, he was also training Sgt. Cason.

Debit: 69 hours vacation time.

On **January 11, 2024**, I took a sworn taped statement from **Officer Paul Deleon**. His dates in question are 11/30/22 and 12/1/22. Officer Deleon was on the calendar for vacation for both dates. He agreed that he was not at work those dates and must have forgotten to enter the leave into Telestaff. It was not his intent to deprive the City of their time.

Debit: 23 hours vacation time.

On **January 11, 2024**, I took a sworn taped statement from **Officer Alexandra Cook**. Her dates in question are 11/5/22, 5/5/23, and 10/1/23. She was on the calendar for vacation for all three dates and did not dispute that she was not at work. Officer Cook said she must have forgotten to enter her leave time in Telestaff and it was not her intent to deprive the City.

Debit: 23 hours vacation time and 11.5 sick time (11/5 date).

On **January 11, 2024**, I took a taped sworn statement from **Officer Kyle Krohn**. His dates in question are 12/15/22 and 7/22/23. He was on the calendar for vacation for both dates. Officer Krohn stated the date in December he forgot to enter his leave and the date in July he entered late. It was never his intent to deprive the City.

Debit: 23 hours vacation time.

On **January 11, 2024**, I took a taped sworn statement from **Officer Jonathan Brooks**. His dates in question are 8/1/23 and 8/6/23. He was on the calendar for vacation. Officer Brooks said he was not at work both dates and entered this leave late in Telestaff. His intent was not to deprive the City.

Debit: 23 hours vacation time.

On **January 11, 2024**, I took a taped sworn statement from **Officer Griffin Jossfolk**. His dates in question are 2/2/23 4p-6p, 3/5/23, 3/31/23, 7/6/23, and 8/13/23. He is on the calendar for vacation on 3/5, 7/6, and 8/13. Officer Jossfolk surmised he either forgot or thought the supervisor would enter his leave. He did not intent to deprive the City.

Debit: 48 hours vacation time.

On **January 12, 2024**, I took a taped sworn statement from **Officer Juan Cubides**. His dates in question are 6/29/23, 6/30/23, and 7/1/23. He confirmed he was not at work on those dates. Officer Cubides was on bereavement (death of his Grandmother) during those dates and provided a text message string between himself and Sergeant Zinn. In the text Sergeant Zinn stated he would take care of his Kronos. Officer Cubides did not intent to deprive the City.

Debit: 0 hours.

On **January 30, 2024**, I took a taped sworn statement from **Officer Antoine Bennett**. His dates in question are 11/14/22, 11/24/22, 1/2/23, 1/3/23, 1/4/23, 1/5/23, 2/20/23, 3/22/23, 4/27/23 1900-2200 hrs, 5/16/23, 5/17/23, 5/29/23, 5/31/23 1900-2200 hrs, 7/3/23, 7/4/23, and 8/17/23 1900-2200 hrs. Officer Bennett was given these dates on his 5-day notice. When asked

if he was at work any of those dates, he replied “It’s possible, I would have to go back and really uh, check again and see uh on those dates”. Officer Bennett said he would research the dates and let me know if he wanted to contest any.

I asked him why were the dates not entered into Telestaff, and he stated, “...just an oversight on my part and you know just uh my um schedule and that’s probably the reason why”. He also mentioned there was issues with his password not working, and he was on nightshift and it was hard to connect with IT personnel. Additionally, Officer Bennett mentioned supervisors would assist with entering dates and there could have been some miscommunication there. It was not his intent to deprive the City.

Debit: 159.5 vacation hours.

On **January 30, 2024**, I took a taped sworn statement from **Officer Jonathan Hennessy**. His date in question is 9/17/23 and he confirmed he did not work that day. Officer Hennessy stated he entered the vacation day “late” or outside the pay period but argued he entered it at the end of his work week. His work week started on a Sunday and ended on Wednesday. Officer Hennessy entered his leave for Sunday 9/17 on Wednesday 9/20 which was out of the pay period. It was never debited from his leave bank. It was not his intend to deprive the City.

Debit: 11.5 hours vacation time.



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Chief of Police

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Internal Affairs Complaint Report Narrative

III. INVESTIGATIVE FINDINGS and DISPOSITION:

If Chief Ransone's allegations are true, the below listed Personnel would have violated the following directive:

Departmental Directive #18-01 – Telestaff Procedures

IV. C. 1. A supervisor must approve all exceptions within Telestaff on a daily basis and each exception must be confirmed by the end of the workweek.

a. End of workweek is defined as the last day the employee is scheduled to work.

IV. E. 1. Telestaff defaults to the employee's normal work schedule. If for any reason the employee deviates from that schedule for whatever reason, Telestaff must reflect the change.

IV: CONCLUSION

On September 12th, 2023, The Sunrise Police Department received an anonymous complaint on a Road Patrol officer (23-09-01), specific to her "stealing time" and using her work vehicle in violation of policy.

As her investigation unfolded, there appeared to be inconsistencies noted with multiple employees and their Telestaff entries, not just her. At the Chief's discretion, it was decided to audit Kronos for all divisions at the Police Department, for one year.

On September 16, 2023, Chief Ransone officially authorized an investigation into the Departments' usage of the Kronos system.

For clarity, the Police Department's timekeeping system is called "Kronos", with "Telestaff" and "Timekeeper" being operational systems within Kronos. All Police Department employees use Telestaff to enter adjustments to their schedules, which is then automatically imported into Timekeeper for Payroll to process. The Payroll Specialist enters all employees' predetermined schedules into Telestaff. Kronos is considered a "timekeeping by exception" system, meaning that all full-time employees will be paid 80 hours per pay period without any necessary action by the employee.

In essence, the system houses a prefilled timecard for the employee weekly. The system does not require the employee to do anything unless they deviate from their regular work schedule, such as overtime or vacation. In those cases, the employee would be required to manually adjust their work week.

Once payroll processes the adjustments for the pay period, our paychecks are produced, including all detailed information related to adjustments contained within the paystub, such as the number of vacation or sick hours used. According to the Department's Telestaff Procedures directive, in which all currently employed personnel have signed, the individual employee is responsible for ensuring their Telestaff is correct by the end of each work week.

It should be noted, that if an employee adjusts or made a change to their Telestaff outside of the 2-week pay period, Telestaff will accept the entry and allow it to be approved, but it would not be debited from their appropriate leave bank.

Through the months of September and October 2023 Lieutenant Reardon and I collected the following data:

- Road Patrol Calendar
- Road Patrol Line-ups
- Timekeeper Entries
- Telestaff Entries (digital)
- CAD (Computer Aided Dispatch)
- Access Card Swipes into the Building and Gate
- SWAT Training Schedule
- Honor Guard Training/Event Schedule
- Training Classes
- Block Training Schedule
- Body Worn Camera Activations (if any)
- Telestaff Log-Ins

Once the data was gathered, Lieutenant Reardon and I used the division calendar and Telestaff entries, to ensure all employees were accounted for during their appropriate shift. If an employee could not be located, their name and the specific date was then compared to the remaining data.

All divisions within the Police Department underwent a similar evaluation process. Nevertheless, some divisions do not maintain calendars and among those that do, I observed inconsistent usage. Furthermore, achieving accurate accountability posed challenges in divisions outside of Road Patrol, primarily due to the fluid nature inherent to those divisions.

At the conclusion, a final list was compiled containing 43 officers, sergeants, and PSAs. This list encompassed employees who entered their leave time outside of the pay period and employees who never entered it at all. In both instances, it was never debited from their leave bank.

Next, all 43 employees were served their 5-day notices during the months of December 2023 and January 2023. All interviews were conducted in the same timeframe.

The employees that never entered their adjustments, all said they were not sure how or why their leave time was not in Telestaff. They stated they must have forgotten or it was possibly a system error (use of the application). Concerning the employees who entered their time late, they all said they were unaware it would not be debited from their leave banks.

Another common concern noted, Kronos locks the employee out of the system if there is no activity within 31 days. This proved problematic for a handful of nightshift officers since it requires IT to reset the account in order for them to gain access again. This caused some officers to ultimately forget or make entries into Telestaff outside of the pay period.

All of the employees interviewed confirmed that it was not their intent to deprive the City of their time.

In alphabetical order, see below for the individual officer's outcome for this case:

Officer Jorge Baca

57.5 hours – never entered
SUSTAINED

Officer Antoine Bennett

159.5 hours – never entered
SUSTAINED

Sergeant Marc Berryman

80.5 hours – never entered
SUSTAINED

Sergeant William Bettencourt

11.5 hours – never entered
SUSTAINED

Officer Justin Bromberg

126.5 hours – never entered
SUSTAINED

Officer Jonathan Brooks
23 hours – entered late
SUSTAINED

Officer Eric Carter
34.5 hours – never entered
SUSTAINED

Officer Rodrigo Castro
0 hours
UNFOUNDED

Officer Alexandra Cook
34.5 hours – never entered
SUSTAINED

Officer Juan Cubides
0 hours
UNFOUNDED

Officer Jerald Davis
11.5 hours – never entered
SUSTAINED

Officer Paul Deleon
23 hours – never entered
SUSTAINED

Officer Shane Duncan
11.5 hours – never entered
SUSTAINED

Officer Janine Garcia
10.5 hours
UNFOUNDED

Officer Nicholas Grasseti
11.5 hours – never entered
SUSTAINED

Officer Cory Gindlesperger
11.5 hours – late entry
SUSTAINED

Public Service Aide Saasha Hales
10 hours – never entered
SUSTAINED

Officer Jonathan Hennessy
11.5 hours – late entry
SUSTAINED

Officer Andrew Hydes
6 hours – never entered
SUSTAINED

Officer Bradford Jones
28.5 hours – never entered
SUSTAINED

Officer Griffin Jossfolk
48 hours – never entered
SUSTAINED

Officer Kyle Krohn
23 hours – never entered/entered late
SUSTAINED

Officer Jessica Larin
23 hours – late entry/never entered
SUSTAINED

Officer Bernard McCutcheon
34.5 hours – never entered/late entry
SUSTAINED

Officer Roshanda McWilliams
14 hours – never entered
SUSTAINED

Officer Brandon Morin
0 hours
UNFOUNDED

Public Service Aide Kortney Morin
0 hours
UNFOUNDED

Officer Delia Negrón

23 hours – never entered
SUSTAINED

Officer Jacob Pincus
11.5 hours – late entry
SUSTAINED

Officer Joshua Reasbeck
63.5 hours – never entered
SUSTAINED

Detective Clayton Roberson
23 hours – late entries
SUSTAINED

Sergeant Daniel Rodriguez
69 hours – never entered
SUSTAINED

Officer Michael Ryan
34.5 hours – never entered
SUSTAINED

Officer Andrew Saavedra
3 hours – Never entered
SUSTAINED

Officer Paige Saunders
34.5 hours – late entries
SUSTAINED

Officer Jens Schmidt
57.5 hours – never entered
SUSTAINED

Officer Mark Thomas
23 hours – never entered
SUSTAINED

Officer Brandon Vargas

23 hours – never entered
SUSTAINED

Sergeant Richard White
11.5 hours – never entered
SUSTAINED

Sergeant Mike Wilds
11.5 hours – never entered
SUSTAINED

Officer Craig Wong
57.5 hours – 46 late entries, 11.5 never entered
SUSTAINED

Officer Christopher Wray
23 hours – never entered
SUSTAINED

Sergeant Jason Zinn
11.5 hours – never entered
SUSTAINED

There were many variables to consider when evaluating this case. Although all were considered, I kept coming back to the fact that the individual employee is ultimately responsible for ensuring their adjustments are entered into Telestaff in a timely manner. Even if they expected or asked someone else to make the entry for them, it is the employee's sole responsibility to ensure it was done.

At the completion of this case, a detailed list was sent to Payroll with the employees' name, specific type of leave and the number of hours to be debited from each employees' appropriate leave bank.

Sgt. Jessica Stewart, Internal Affairs

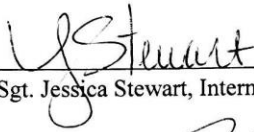
Date

Lt. P. Brian Katz, Internal Affairs

Date

Daniel J. Ransone, Chief of Police

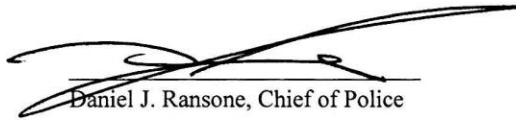
Date


Sgt. Jessica Stewart, Internal Affairs

2/12/24
Date


Lt. P. Brian Katz, Internal Affairs

2/13/24
Date


Daniel J. Ransone, Chief of Police

2/13/24
Date