



City of Phoenix

To: Jeri L. Williams
Police Chief

Date: January 24, 2018

From: Charles Morin, Commander
Professional Standards Bureau

*CM 2/3/18
1-25-18*

Subject: INTERNAL INVESTIGATION – PSB15-0120

Internal Investigators: Lieutenant David Moore (Investigative Review)
Sergeant Rosemary Nelson (Primary Investigator)
Sergeant Amy Breitzman (Secondary Investigator)
Sergeant Terri Dicino (Additional Investigator)

Allegation #1: Between the dates of January 19, 2015 and November 1, 2015, Officer Daniel Liddle #9052 engaged in acts constituting the elements of a felony crime by accepting \$3,464.59 in pay for 99.5 hours for which he neither worked nor submitted leave slips.

Findings: Sustained

Allegation #2: Between the dates of January 19, 2015 and November 1, 2015, Officer Daniel Liddle #9052 engaged in misconduct when he did not report to work for a total of 309.75 hours of his scheduled work shifts, failed to submit leave slips for all those missed hours, and received monetary compensation in the amount of \$10,785.50 for the 309.75 hours.

Findings: Sustained

Allegation #3: On December 17, 2015 and December 18, 2015, Officer Daniel Liddle #9052 failed to report to work, failed to submit leave slips for the 16 hours of missed work, and received monetary compensation in the amount of \$557.12 for the 16 hours.

Findings: Sustained

Employee Involved: Officer Daniel Liddle #9052
Code Enforcement Unit / A27 Squad

Complainant: Department Initiated

Attachments:

See Attachments Section

SUMMARY OF INVESTIGATION:

In November 2015, a Professional Standards Bureau Inspections Unit Non-Audit Report prompted a Special Investigations Detail criminal investigation into unaccounted leave time taken by Officer Daniel Liddle #9052. The criminal investigation determined that between the dates of January 19, 2015 and November 1, 2015, Officer Liddle failed to submit leave slips for 99.5 hours of time consisting of 40 separate dates where one hour or more per date did not have a processed leave slip or was not otherwise explained. The criminal case was submitted to the Maricopa County Attorney's Office for consideration of felony charges, but the Maricopa County Attorney's Office issued a Turndown citing "No Reasonable Likelihood of Conviction."

The subsequent administrative investigation conducted by the Professional Standards Bureau Inspections Unit discovered that between the dates of January 19, 2015 and November 1, 2015, Officer Liddle failed to report to work and failed to submit leave slips for a total of 341.75 hours during the same time frame. For misconduct purposes, only dates where an hour or more of time was unaccounted for were considered, thus reducing the number of hours to 309.75. Additionally, Officer Liddle failed to submit leave slips for 16 hours of leave taken on December 17, 2015 and December 18, 2015. Officer Liddle received monetary compensation in the amount of \$10,785.50 for the 309.75 missed hours and \$557.12 for the 16 missed hours, for a total number of 325.75 hours and a total monetary value of \$11,342.62.

The disparity between the number of hours determined in the SID investigation and the number of hours determined in the PSB administrative investigation is due to the difference in parameters set by investigators. The focus of the SID investigation was on incidents of unaccounted time consisting of blocks of time involving one (1) hour or more per incident (day). SID investigators also permitted 30 minutes a day to allow for flexibility at the beginning and end of each shift. Additionally, for the dates of July 2015 through November 2015, if Officer Liddle was on the weekly payroll timesheet as absent for the day, even when there were no leave slips on file for those dates, SID investigators did not include those hours in their calculations. SID investigators also did not consider missing hours from December 2015. On the other hand, for purposes of administrative misconduct allegations, PSB investigators applied the following

parameters: PSB considered all missing time, to include the dates excused by SID investigators, as well as those dates in December 2015 not considered by SID investigators. PSB applied the following mitigating factors: only unaccounted time between the dates of January 19, 2015, and November 1, 2015, which is reflected on (1) full shifts where the full day is missing (8 or 10 hours), and (2) partial shifts where the missing time is equal to or exceeds one hour but is less than a full shift - there were 73 such dates (at 171.75 total hours). PSB investigators did not include the 62 partial shift dates (at 32 total hours) where the missing time was less than an hour per date.

