



*City of Pueblo
Police Department*

INTERNAL AFFAIRS CASE FOLDER

**Internal Affairs Case # 2020-0023
Officer Derek Wyberg**

This file folder contains privileged and confidential information relating to an administrative investigation of the Pueblo Police Department.

**Pueblo, Colorado Police Department
Intra-Department Communication**

TO: [REDACTED]
FROM: [REDACTED] Internal Affairs Section
SUBJECT: I.A. Investigation # 2020-0023
DATE: 12 May 2020

Sir,

I have finished the investigation of IA 2020-0023. Below are the names of all persons interviewed, synopsis and the narrative of the investigation.

Officers Involved: Derek Wyberg

Other Officers on Scene:

Complainant/Witness

NAME: LAST	FIRST	MIDDLE	ADDRESS: (STREET, CITY, STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST	FIRST	MIDDLE	ADDRESS: (STREET, CITY-STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST	FIRST	MIDDLE	ADDRESS: (STREET, CITY. STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
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DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
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DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE
NAME: LAST	FIRST	MIDDLE	ADDRESS: (STREET, CITY. STATE, ZIP	TELEPHONE
DOB	RELATIONSHIP to complaint		BUSINESS: ADDRESS, NAME	TELEPHONE

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2
3 **SYNOPSIS:**
4

5 [REDACTED] received an anonymous letter which related Officer Derek
6 Wyberg sold vacation time back to the City and through a clerical error, the vacation
7 was not deducted from his accrual balance. The letter also related Wyberg is aware
8 of this mistake, and has known about it for some time, even years, and failed to report
9 the mistake.

10
11 [REDACTED] checked her files and learned Derek Wyberg
12 sold 80 hours of vacation leave on July 6, 2015. [REDACTED] did not enter this on
13 Wyberg's calendar and it was not deducted from his vacation leave balance.
14

15 When asked about this incident during an IA interview, Officer Derek Wyberg
16 related he did not know anything specific about this incident. When asked if he was
17 aware the vacation was not deducted from his leave balance, he said not that he
18 remembered. When asked if he talked about this or mentioned this to anyone, he said
19 he didn't remember a specific time, but did say there is a possibility he had said
20 something. When asked if he knew how someone would have learned of this and made
21 the anonymous tip, he said he did not.
22

23 During an IA interview with [REDACTED], he was asked if he knew
24 anything about Officer Wyberg selling vacation that was not deducted from his
25 balance accrual. [REDACTED] related within the last year or two, he heard Officer
26 Wyberg mention something about how he had 80 hours that the City never took from
27 him. Wyberg appeared proud, like he got one over on the City.
28

29

30

REPORT:

31

32 On [REDACTED] received an email which contained the following:

33 Department memo from [REDACTED] to [REDACTED] dated

34 [REDACTED] regarding an allegation of misconduct by Officer Derek Wyberg.

35 E-mail chain from [REDACTED]

36 Personnel Action Form (PAF) for Derek Wyberg dated 7/5/15.

37 Police Department Attendance/Payroll report for Derek Wyberg Jul-Dec 2015.

38

39 [REDACTED] received the following letter from an anonymous source:

40

41 **To Whom this may concern**

42

43 I recently became aware that Ptl D. Wyberg on an occasion in his career sold back
44 vacation to the city. The city, through a clerical mistake did not deduct the sold hours
45 from Ptl. D. Wyberg's vacation bank. Ptl. D. Wyberg is aware of this mistake and has
46 known for some time, even years, failing to report the mistake. I'm not aware if this
47 actually had taken place or Ptl. Wyberg is spreading or creating rumors, like he is
48 known todo [sic]. Ptl. Wyberg is perpetuating like it's true and he has gotten away
49 with it. I would consider this a matter of theft at this point and highly unethical of Ptl.
50 Wyberg. I hope the city investigates the matter properly and takes Ptl. Wyberg's
51 attitude concerning.

52

53 Sincerely,

54 Concerned City Employee

55

56 [REDACTED] checked with [REDACTED] to

57 see if Officer Wyberg sold vacation back to the City that was not deducted from his

58 leave balance. [REDACTED] checked her files and advised [REDACTED] that Wyberg

59 sold 80 hours of vacation leave on July 6, 2015. [REDACTED] did not enter this on
60 Wyberg's calendar and it was not deducted from his vacation leave balance.
61 Attachments include Derek Wyberg's vacation sell-back Personnel Action Form
62 and a copy of his signed Attendance/Payroll report, also referred to as a calendar.

63
64 Biannually [REDACTED] provides every Police Department employee their Police
65 Department Attendance/Payroll Report which lists their attendance, vacation and
66 sick leave accrual for six months. A signed copy assuring the accuracy of the report
67 is sent back to [REDACTED]. If the report is not accurate, the employee is to contact
68 [REDACTED] for any corrections. The report for Derek Wyberg from Jul-Dec 2015
69 did not list the vacation sell back and the 80 hours was not deducted. The report was
70 signed by Wyberg and dated 1/22/16 and was returned to [REDACTED]

71
72 Based on this evidence, [REDACTED] requested that the Internal Affairs
73 Section investigate the allegation that Ofc. Derek Wyberg intentionally failed to bring
74 the mistake to the attention of the department to rectify this situation, thereby
75 creating an integrity and truthfulness issue by his conduct.

76
77 Wyberg's Personnel Action Form dated 7/6/2015:

78 Original date of hire -1/5/2009.

79 Unused Leave - Vacation/Personal Holiday - 141 hours.

80 Pay Rate - \$5,334.04.

81 Remarks - Pay employee 80.00 hours in lieu of accrued vacation.

82 Refer to the PAF for additional information.

83

84 Wyberg's Attendance/Payroll Report Jul-Dec 2015

85 Jul 2015 - Vacation

86 Beginning Balance: 141 hours

87 Monthly Accrual: 10 hours

88 Used: 0.00 hours

89 Vacation Sold: Field was empty (should have reflected 80 hours sold)

90 **Ending Balance: 151 hours (should have been 71 hours)**

91

92 **Aug 2015 – Vacation**

93 **Beginning Balance: 151 hours (should have been 71 hours)**

94 **Monthly Accrual: 10 hours**

95 **Used: 4.00 hours**

96 **Vacation Sold: Field was empty**

97 **Ending Balance: 157 hours (should have been 77 hours)**

98

99 **Sep 2015 – Vacation**

100 **Beginning Balance: 157 hours (should have been 77 hours)**

101 **Monthly Accrual: 10 hours**

102 **Used: 70.00 hours**

103 **Vacation Sold: Field was empty**

104 **Ending Balance: 97 hours (should have been 17 hours)**

105 **Refer to Attendance/Payroll Report for additional information.**

106

107 **Interview with Officer Derek Wyberg**

108

109 **On 4/24/2020, I served Officer Derek Wyberg with a 48-hour notice with an interview**
110 **scheduled for 4/27/2020.**

111

112 **On 4/27/20, I interviewed Officer Wyberg with [REDACTED] and [REDACTED]**

113 **[REDACTED] present. I served Wyberg with a Garrity Order signed by**

114 **[REDACTED] The transcription of the interview is as follows:**

115

116 **Transcription of Interview with Officer Derek Wyberg**

117

Q=[REDACTED]

118

A=Officer Wyberg

119

A1=[REDACTED]

120

A2=[REDACTED]

121

122 **Q:** Today is the 27th of April; I am [REDACTED] If we can please go around the
123 room and introduce ourselves.

124

125 **A:** [REDACTED]

126

127 **A2:** [REDACTED] [REDACTED] for Officer Derek Wyberg.

128

129 **A:** Derek Wyberg.

130

131 **Q:** This is an interview with Officer Derek Wyberg regarding IA 2020-0023. This
132 is an allegation of misconduct involving the selling of vacation in July 2015 that was
133 not deducted from your leave balance. You were signed - served with a Garrity. Can
134 you please tell me about this incident?

135

136 **A:** I don't know anything specific about the incident. I don't recall anything
137 specific. I sold back my vacation every year.

138

139 **Q:** Were you aware that the vacation was not deducted from your leave balance?

140

141 **A:** Not that I ever remembered, no. I don't really pay that much attention to it. I
142 always assume [REDACTED] is on top of it and handles it from there.

143

144 **Q:** When did you become aware that it was not deducted?

145

146 **A:** I don't remember. You told me the other day.

147

148 **Q:** That's when you first became aware of it? When I served you with the 48-hour
149 notice?

150

151 **A:** As far as I remember of the incident, five years, I don't. It has been a long
152 time, I don't remember. I really don't pay that much attention to them.

153

154 **Q:** Okay, so you... I want to make sure I got this straight. You were or were not
155 aware of it prior to me serving you with the 48-hour notice describing this?

156

157 **A:** I mean - I truly don't remember it.

158

159 **Q:** Okay. Did you notify anyone that it was not deducted?

160

161 **A:** Obviously not because it's apparently still in there, so no. Is that what you
162 mean, like...?

163

164 **Q: Or anyone. Did you talk to anyone about this, even jokingly, did you mention**
165 **it?**

166

167 **A: I don't remember a specific, sorry specific time, like I can't say yeah it was this**
168 **person or this, I mean, yeah I would say there is a possibility that I had said something,**
169 **but again this was over the last five years so I can't remember everything.**

170

171 **Q: Okay, but if there was a possibility, do you know when that would have**
172 **occurred? At the time, recently?**

173

174 **A: I would say it would be a while ago if it was.**

175

176 **Q: Do you know...**

177

178 **A: But like I said...What's that?**

179

180 **Q: Go ahead.**

181

182 **A: I feel like if it was recently, I would remember it, but...**

183

184 **Q: Okay. But you don't recall talking to this- about this with anyone?**

185

186 **A: No, I don't.**

187

188 **Q: But you didn't notify [REDACTED]**

189

190 **A: I did not.**

191

192 **Q: You didn't notify Finance?**

193

194 **A: I did not.**

195

196 **Q: Your sergeant?**

197

198 **A: I did not anybody.**

199

200 **Q: Okay. Do you recall the Attendance/Payroll reports that we receive every six**
201 **months?**

202

203 **A: I do.**

204

205 **Q: And this is a copy of your Attendance/Payroll. (I showed Wyberg a copy of his**
206 **Attendance/Payroll Report for Jul-Dec 2015.) Do you recall receiving this?**

207

208 **A: Yeah, and that's my signature I am sure, yes.**

209

210 Q: Do you review it?
211
212 A: I don't, no.
213
214 Q: Okay.
215
216 A: I just sign it.
217
218 Q: You sign it and return it.
219
220 A: I, I sound like an idiot, but I – these things are extremely hard for me to read,
221 so, no, I honestly just sign them and hope that [REDACTED] is right on this stuff.
222
223 Q: Do you make a copy for yourself when you are issued these?
224
225 A: No.
226
227 Q: No, you don't make a copy of it.
228
229 A: I save the ones electronically that she has been sending lately, but.
230
231 Q: Okay. On this one, it lists the amount- I take that back, it keeps the attendance,
232 your sick leave accounts that's accrued. Do you recall when you had this one, if you
233 reviewed it to see if your vacation time was deducted?
234
235 A: I don't remember reviewing to see if it was deducted. I am not even sure when
236 that year I sold it back. I usually sell it back in February.
237
238 Q: Okay. This was in July.
239
240 A: I sold it in July of that year?
241
242 Q: Yes, because we have your Personnel Action Form, it has sold 80 hours of
243 vacation. But on here it lists the vacation sell-back...
244
245 A: Uh-huh (meaning yes).
246
247 Q: ... did you recall reviewing this when you received it?
248
249 A: No, I just looked at it just now, but not...
250
251 Q: Okay.
252
253 A: ... back then, no.
254
255 Q: So, at the time you signed this, you didn't review it?

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A: No.

Q: Okay. Because that's why she sends them out to review it for any errors, maybe there's omission or they deduct something from someone else's payroll, and it goes on yours. You are supposed to review for accuracy when you sign it and return a copy. You didn't notice that that 40- 80 hours was not deducted?

A: No, I did not notice that.

Q: Okay. Could you have told someone in confidence about this?

A: Like I said, I don't remember ever telling anybody anything, so. I mean there's a possibility. I am not going say here and say there is not a possibility, but.

Q: Do you know how someone would have learned of this, and made this anonymous tip to the [REDACTED]

A: I don't.

Q: Was it your intent to deceive the department by not reporting this matter?

A: No, it was not, never. I am a very honest person. I - would never do that, like I'm not a thief. Like that's what frustrates me the most about this, that I'm basically being called a thief, and that really upsets me because I'm not a thief.

Q: Well we're here to find out what happened.

A: I know, I'm not saying you, whoever filed the complaint, it's just I'm not a thief.

Q: Okay.

A: I didn't do anything intentionally. I think- from now on I learned my lesson. I will pay a hell of a lot more attention to that calendar instead of just signing it.

Q: Do you feel you violated any department policies regarding this incident?

A: No, like I said I didn't intentionally do anything.

Q: Looking back, would you have done anything differently?

A: Yeah I would pay attention to those, and the - I mean, [REDACTED] is fantastic at her job, I don't know how she does it, but she keeps everything straight, and I mean I am not trying to blame her, but I will definitely be checking all that stuff way more closely now to make sure.

302

303

Q: Is there anything that you feel I should know that I have not asked you?

304

305

306

307

308

309

310

311

A: Just that I didn't intentionally do anything. I am sure that I have more than enough vacation time. If it's not my time, it's not my time. I have no issues giving 80 hours back if they didn't deduct it way back then. I am actually kind of curious if something else happened, maybe my brother didn't get his or something, because I know there's mix ups between us all the time, but, that I didn't intentionally do anything.

312

313

Q: Is there anything about this case that I am going to find out that you did not tell me?

314

315

A: Not that I am aware of, no.

316

317

Q: Did you answer honestly to the questions I have asked you?

318

319

A: Yes, I did.

320

321

Q: Is there anything that you would like to add?

322

323

A: No.

324

325

Q: You sir?

326

327

A2: I have one clarification question.

328

329

Q: Yes sir.

330

331

A2: Derek, do you specifically recall not reviewing that slip from 2015 or is it just your standard practice not to review those balances (unintelligible) prior to now?

332

333

334

A: It is pretty much my standard practice, they usually hand them out in roll call, say sign it and give it back, and that's exactly what I do.

335

336

337

A2: Okay, but you are not going to do that in the future, right?

338

339

A: No, I am going to pay attention to them from now on.

340

341

A2: That's all I have, thank you sergeant.

342

343

Q: Okay. Thank you, sir.

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Interview with [REDACTED]

Transcription of Interview with [REDACTED]

O=[REDACTED]
A=[REDACTED]

Q: Today is the 29th of April; I am [REDACTED] if you could state your name please?

A: [REDACTED]

Q: This is an interview as a witness. There was an anonymous complaint filed on Derek Wyberg who sold vacation, and it wasn't deducted from his balance. Do you know anything about this?

A: I have heard him mention something in the past about it. I always took it as, like a lot of things he says, with a grain of salt. I would say he, you know, he's known to – uh – make things more than they are kind of thing or make him sound like his situations better than they are, so I guess I never really believed it.

Q: Do you recall when this occurred?

A: Within the last year or two. And I want to say in a group setting too, he made mention of it. I am trying to remember who was all there though. It was definitely here at work though.

Q: Okay. But you don't recall the event or...?

A: I don't.

Q: Okay. Do you work with him?

A: No, I do not.

Q: Okay. Did you previously work with him?

A: I did, not last – last year I was mostly in narcs, and then for a couple of months I was assigned to that afternoon shift with him. And then the year before I was on Watch 3, but we were on opposite sides of town.

Q: Okay. Could it have been like training, or anything...?

A: It could have been training – we are arrest control instructors together as well, so.

394 **Q: Do you remember the context of what – how he was saying it? Was he like –**
395 **can you tell me what he said?**

396

397 **A: It was something about – him not getting – or he had 80 hours or something**
398 **that the City never took away from him or something like that.**

399

400 **Q: Did he mention it was vacation that he sold or...?**

401

402 **A: I believe so.**

403

404 **Q: Okay. And was he – like bragging that he got over or do you recall how – how**
405 **the context was...?**

406

407 **A: Yeah, kind of like proud.**

408

409 **Q: Okay.**

410

411 **A: You know like - like he – like I said he got over on the City one or something.**

412

413 **Q: Okay. Do you recall anyone else who may have heard this?**

414

415 **A: No, I am trying to think, I mean there are so many times that we are often**
416 **together and, in these groups, so. Like I said I don't know if it was during arrest**
417 **control or a training or when we did work together for that brief amount of time.**

418

419 **Q: But it was within the last year or two?**

420

421 **A: Yeah, last year or two.**

422

423 **Q: Did he give a time frame of when it may have occurred?**

424

425 **A: That he- he didn't make it sound like it was recent. He made it sound like at**
426 **some point this had happened.**

427

428 **Q: Okay, anything else about this you can add?**

429

430 **A: Noth – nothing I can think of.**

431

432 **Q: Okay, thank you.**

433

434

435

436

437 **I spoke with [REDACTED] and asked her to explain**
438 **the process when an officer submits a request to sell back vacation. She explained**

439 when they submit the memo, it is addressed to the Chief of Police, but it usually comes
440 straight to her because they can't do anything with it until she does the Personnel
441 Action Form. Once she gets the memo, she checks to make sure they have enough time
442 on the books. She completes the PAF indicating the officer wants to sell back the listed
443 hours to the City. She submits the PAF to their chain of command and it is approved
444 by the Chief. The form then goes to HR for their approval, and then it goes to Finance
445 and they cut the check.

446

447 I asked [REDACTED] how the time is removed from the Attendance/Payroll Report form.
448 She said she takes it off their calendar, but on this incident, it was an error on her
449 part, and she neglected to remove it. At that time, the calendars were the official
450 records and the only records they had, as they did not take it out of the HTE system.
451 Now with the ESS system, there are more people involved in the approval system.

452

453 I asked [REDACTED] about the vacation Derek Wyberg took in September 2015 as the
454 Attendance/Payroll Report form showed he took 80 hours of vacation, but 70 hours
455 was deducted from his accrual. She explained he had court on September 3, 2015, (his
456 scheduled day off), but since it was in conjunction with his scheduled vacation days
457 starting on the 4th, he was only charged with 70 hours of vacation. (Even without this
458 additional 10 hours returned, Wyberg would have had 7 hours of vacation remaining
459 at the end of September after taking 80 hours of vacation and if the 80 hours vacation
460 sell-back would have been deducted from his leave balance accrual.)

461

462 I asked [REDACTED] if she could provide a copy of Wyberg's leave request for September
463 2015. She informed me they do not keep the hard copies that far back as they only
464 keep them for two years. I asked [REDACTED] if she could provide [REDACTED]
465 Attendance/Payroll forms for 2015, as Derek Wyberg mentioned his [REDACTED]
466 may have had it deducted from his calendar. She believed if she had taken it from
467 [REDACTED] he would have questioned her on it, but she would go in the system and check.
468 She later provided [REDACTED] calendar, and it showed he was not deducted any
469 vacation time in 2015.

470

471 [REDACTED] provided the memo Officer Derek Wyberg submitted to [REDACTED]
472 requesting to sell back 80 hours of vacation:

473

474 TO: [REDACTED]

475

476 FROM: Officer Derek Wyberg

477

478 SUBJECT: Selling Back 80 Hours of Vacation

479

480 DATE: 07-05-2015

481

482 I would like to request the opportunity to sell 80 hours of vacation due to the fact that
483 I will be unable to take it due to scheduling reasons. Please put it on a separate check.

484

485 Thank you.

486

487

488 Derek Wyberg #1441

489

490 I spoke with the following personnel who were reportedly close to Wyberg or worked
491 with him while instructing arrest control, and asked if they heard Derek Wyberg
492 mention he sold vacation that was not deducted from his balance accrual:

493

[REDACTED] – Did not ever remember hearing Wyberg say he sold vacation. He
494 did not think Wyberg would have said that around a supervisor. [REDACTED] was promoted
495 to Sergeant in 2016.

496

[REDACTED] – Did not recall Wyberg talking about selling vacation.

497

[REDACTED] – Did not hear Derek say anything about selling vacation.

498

[REDACTED] – She said she is close with Derek. She has never heard him say
499 he sold vacation.

500

[REDACTED] – Did not hear Derek talking about selling vacation.

501

[REDACTED] – Did not hear Derek say anything about selling vacation.

502

[REDACTED] – Did not hear Derek mention anything about selling
503 vacation. When asked if anyone told her they heard Derek mention selling vacation,
504 she said she has not spoken to [REDACTED] for a while, and he previously did not say

505 anything about Derek selling vacation. (I did not mention [REDACTED] when I asked if
506 anyone told her they heard Derek mention selling vacation. [REDACTED] is [REDACTED]
507 [REDACTED] ex-wife.)

508 [REDACTED] – Did not hear Wyberg mention selling vacation.

509 [REDACTED] – Did not hear Wyberg mention selling vacation.

510 [REDACTED] – Did not hear Wyberg mention selling vacation.

511

512 I contacted Finance and requested Derek Wyberg's Earnings slip which is included
513 when the vacation sell-back check is sent to the officer. The Earnings slip would show
514 the amount of vacation used (sold), the vacation leave balance, and the amount of the
515 check for the vacation sell-back. Medicare, Federal and State taxes are also deducted
516 from the vacation sell-back. When I did not receive the requested information, I
517 recontacted Finance and was informed that I may not be authorized to receive the
518 requested information.

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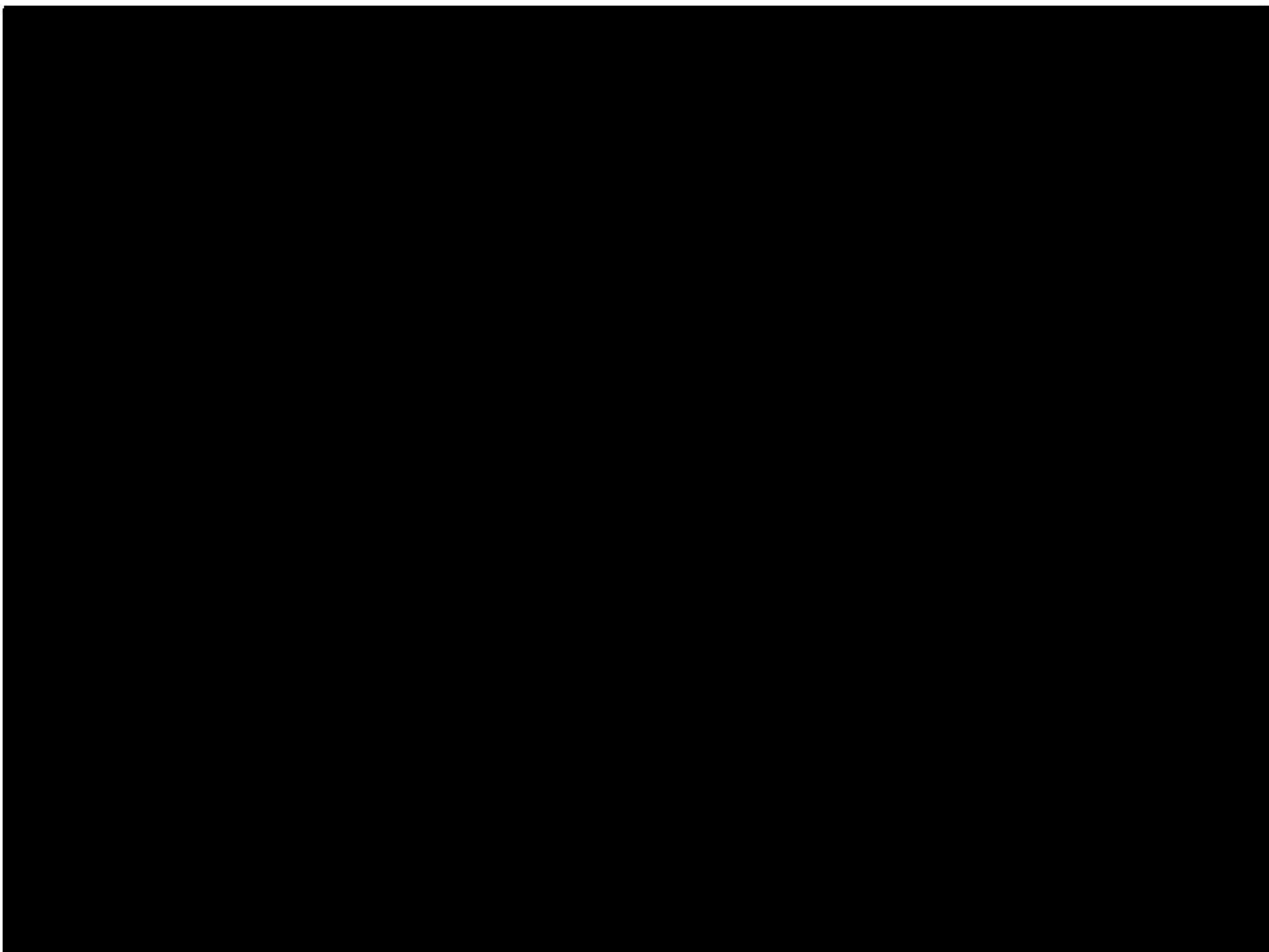
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607 **Respectfully submitted,**

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**PUEBLO
POLICE DEPARTMENT**

INTRA-DEPARTMENTAL MEMORANDUM

TO: [REDACTED]

FROM: [REDACTED]

SUBJECT: Allegation of Misconduct by Ofc. Derek Wyberg

DATE: April 15, 2020

[REDACTED]

On Friday, April 10, 2020, when I returned to work, I found the attached letter from an anonymous source stating the following:

To Whom this may concern

I recently became aware that Ptl D. Wyberg on an occasion in his career sold back vacation to the city. The city, through a clerical mistake did not deduct the sold hours from Ptl. D. Wyberg's vacation bank. Ptl. D. Wyberg is aware of this mistake and has known for some time, even years, failing to report the mistake. I'm not aware if this actually had taken place or Ptl. Wyberg is spreading or creating rumors, like he is known todo [sic]. Ptl. Wyberg is perpetuating like it's true and he has gotten away with it. I would consider this a matter of theft at this point and highly unethical of Ptl. Wyberg. I hope the city investigates the matter properly and takes Ptl. Wyberg's attitude concerning.

Sincerely,
Concerned City Employee

Upon receiving this letter, I sent the attached email to [REDACTED] [REDACTED] asking if she could check to see if at any point Officer Derek Wyberg had sold vacation back to the City and not had it deducted from his leave balance.

On Monday, April 13, 2020, [REDACTED] advised me that Ofc. Wyberg has sold vacation every year since he was hired. She stated in checking her files, she found that in 2015, Ofc. Wyberg sold vacation (July 6, 2016, see attached PAF) and she forgot to complete the process by removing the leave from his accrual.

As part of her process, [REDACTED] [REDACTED] sends every employee in the Police Department a calendar of their leave balance, and dates/types of leave used in the preceding 6-month period. [REDACTED] provided me with the signed leave calendar for Ofc. Derek Wyberg which runs



**PUEBLO
POLICE DEPARTMENT**

INTRA-DEPARTMENTAL MEMORANDUM

from July 2015 through December 2015. Officer Wyberg signed that he reviewed the calendar and that it was correct on January 22, 2016. It can be clearly seen in the lower left corner of the calendar that the line showing "Vac Sold" (vacation sold) has no entry, even though Ofc. Wyberg sold 80-hours of vacation on July 6, 2015.

Based on this evidence, I am requesting that the Internal Affairs Unit investigate the allegation that Ofc. Derek Wyberg intentionally failed to bring the mistake to the attention of the department in an attempt to rectify the situation and thereby created an integrity and truthfulness issues by his conduct.



Operations Bureau

Atts: Anonymous Letter, Email chain from [REDACTED] dated April 13, 2020 11:10 AM,
Email Chain from [REDACTED] dated April 13, 2020 11:18 AM, Personnel Action Form dated
07-06-2015, Leave Calendar for Ofc. D. Wyberg signature date of 01-22-2016.



To Whom This May Concern

I recently became aware that PTL D.Wyberg on an occasion in his career so... back vacation to the city. The city through a clerical mistake did not deduct the sold hours from PTL D.Wyberg's vacation bank. PTL D.Wyberg is aware of this mistake and has known for some time even years failing to report the mistake. I'm not aware if this actually had taken place or PTL Wyberg is spreading or creating rumors like he is known todo. PTL Wyberg is perpetuating like it's true and he has gotten away with it. I would consider this a matter of theft at this point and highly unethical of PTL Wyberg. I hope the city investigates the matter properly and takes PTL Wyberg's attitude concerning.

Sincerely,

Concerned City Employee



[Redacted]

m: [Redacted]
Sent: Monday, April 13, 2020 11:10 AM
To: [Redacted]
Cc: [Redacted]
Subject: FW: Derek Wyberg Vacation Sell back allegation
Attachments: 4890_001.pdf; Attached Image

Hi [Redacted]

After going through all of the records since his hire date regards to vacation sell back, I did discover an error on my part. While going through all of my calendars for him I noticed he sold vacation every year except 2015. When I came down to the office to check his file I do show where he did sell 80.00 hours vacation leave on July 6, 2015, and yes I did not get it entered on his calendar. I have attached a copy of both the vacation sell back PAF and a copy of his calendar, that he signed, apparently knowing I had missed entering the vacation sell back.

I apologize for missing this and will get it corrected on my calendars along with contacting HR asking them to make the adjustment.

Please let me know if you have any questions.

[Redacted]
[Redacted]
[Redacted] South Main St.
[Redacted] Pueblo, CO 81003
[Redacted]

****The future is filled with hope when the past is free of regret****

From: [Redacted]
Sent: Friday, April 10, 2020 8:51 AM
To: [Redacted]
Cc: [Redacted]
Subject: Derek Wyberg Vacation Sell back allegation

[Redacted]

I received the attached anonymous complaint alleging that Derek Wyberg sold back vacation at some point during his career and the vacation was not removed from his account. I know you are busy with other stuff, but when you get a chance can you research this to see if it is true and let [Redacted] and I know? If it is true, we will follow up on our end, but I don't want to accuse him of anything if it is not true.

Thank you,

[Redacted]
[Redacted]
[Redacted] Operations Bureau
[Redacted]
[Redacted]

cell: [REDACTED]
[Choose Pueblo, click here!](#)

"...ors spell the difference between professionalism and mediocrity." ~ Col. David Hackworth

[REDACTED]
m:

Sent: Monday, April 13, 2020 11:18 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Derek Wyberg Vacation Sell back allegation

He went into April with 229.00 hours vacation.

[REDACTED]
200 South Main St.
Pueblo, CO 81003
[REDACTED]

****The future is filled with hope when the past is free of regret****

From: [REDACTED]
Sent: Monday, April 13, 2020 11:16 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: Derek Wyberg Vacation Sell back allegation

How much leave does he have now? Prior to you deducting an additional 80hours?

[REDACTED]
Pueblo Police Department
719-553-2502
[REDACTED]

From: [REDACTED]
Date: Monday, Apr 13, 2020, 11:10 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: Derek Wyberg Vacation Sell back allegation

Hi [REDACTED]

After going through all of the records since his hire date regards to vacation sell back, I did discover an error on my part. While going through all of my calendars for him I noticed he sold vacation every year except 2015. When I came down to the office to check his file I do show where he did sell 80.00 hours vacation leave on July 6, 2015, and yes I did not get it entered on his calendar. I have attached a copy of both the vacation sell back PAF and a copy of his calendar, that he signed, apparently knowing I had missed entering the vacation sell back.

I apologize for missing this and will get it corrected on my calendars along with contacting HR asking them to make the adjustment.

Please let me know if you have any questions.

[REDACTED]
[REDACTED]
200 South Main St.
Pueblo, CO 81003
[REDACTED]

****The future is filled with hope when the past is free of regret****

From: [REDACTED]
Sent: Friday, April 10, 2020 8:51 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: Derek Wyberg Vacation Sell back allegation

[REDACTED]

I received the attached anonymous complaint alleging that Derek Wyberg sold back vacation at some point during his career and the vacation was not removed from his account. I know you are busy with other stuff, but when you get a chance can you research this to see if it is true and let [REDACTED] and I know? If it is true, we will follow up on our end, but I don't want to accuse him of anything if it is not true.

Thank you,

[REDACTED]
[REDACTED]
Operations Bureau
[REDACTED]
desk [REDACTED]
cell: [REDACTED]
[Choose Pueblo, click here!](#)

"Errors spell the difference between professionalism and mediocrity." ~ Col. David Hackworth

PERSONNEL ACTION FORM

1. Effective Date: 7/6/2015
 PAF#: [REDACTED] PAF Type: Permanent
 3. Date of Birth: [REDACTED]
 5. Phone Number: () [REDACTED]

2. Name - Last, First Middle: WYBERG, DEREK J
 Employee#: 1441
 4. Address: [REDACTED]
 Social Security Number: [REDACTED]

TYPE OF ACTION

APPOINTMENT	POSITION CHANGE	PAY CHANGE	LEAVE & SUSPENSION	SEPARATION
6 regular	12 promotion	18 annual increase	24 vacation leave	31 resignation
7 seasonal	13 demotion	19 step increase	25 sick leave	32 retirement
8 temporary/provisional	14 reallocation	20 assignment increase	26 military leave	33 max hrs met
9 emergency	15 assignment	21 prom increase	27 leave w/o pay	34 lay off
10 reinstatement	16 transfer	22 pay decrease	28 suspension	35 discharge
11 appointive	17 replacement	23 pay adjustment	29 return to duty	36 deceased
			30 administrative	

36 Dept & Div: 20-30
 37 Class Title: POLICE PATROL OFFICER
 38 Current Pay Rate: \$5,334.0433 Step 7
 39 New Pay Rate: Step
 40 Employee Status: probationary exempt Admin
 civil service exempt other

41 Length of Leave or Suspension: _____
 Number of shifts: _____
 From: _____
 Thru: _____

42 Remarks: Pay employee 80.00 hours in lieu of accrued vacation

43 Original Date of Hire: 1/5/2009
 44 Pay increase due: _____
 45 Budget/Project: _____
 46 Unused leave:
 Vacation/Personal Holiday: 141.00 hrs
 Sick leave: 183.00 hrs
 Comp time: _____ hrs
 47 Last day worked in this Department: _____
 48 SERVICE WAS: Satisfactory
 Unsatisfactory
 49 NO

50 Initiated by: Derek J. Wyberg [REDACTED] Date: 7/6/2015
 51 Employee when required: On file Date: _____
 52a Division Mgr (when required): _____ Date: _____
 52b Department Head: [REDACTED] Date: 7/7/2015
 53 Human Resources Director: [REDACTED] Date: 7/7/2015
 54 City Manager: City Manager signature is not required Date: 7/7/2015

Original - HUMAN RESOURCES copy - CIVIL SERVICE copy - FINANCE copy - DEPARTMENT copy - EMPLOYEE

Unofficial Copy

WYBERG, DEREK J. - PATROL OFFICER
ENTRY: 1-5-09

POLICE DEPARTMENT
ATTENDANCE/PAYROLL REPORT 2015

	JULY		AUG		SEPT		OCT		NOV		DEC	
	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick
1 O												
2 TR In Service			4.00									
3												
4												
5						10.00					6.00	
6 O						10.00						
7 O						10.00			10.00			
8 O												
9				10.00								
10 PH												
11												
12						10.00						
13 O						10.00						
14 O						10.00						
15 O						10.00						
16 TR In Service												
17												
18												
19												
20 O												
21 O												
22 O						10.00						
23 O												
24												
25												
26												
27												
28 O												
29 O												
30 O												
31												
Beginning Balance:	141.00	183.00	151.00	193.00	157.00	193.00	97.00	193.00	107.00	193.00	117.00	177.00
Monthly Accrual:	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Used:	0.00	0.00	4.00	10.00	70.00	10.00	0.00	10.00	0.00	26.00	10.00	0.00
Vac Sold:												
Vac Donated:												
Sick Sold:												
Ending Balance:	151.00	193.00	157.00	193.00	97.00	193.00	107.00	193.00	117.00	177.00	117.00	187.00

PH: 0.00 (Used 7/10 & 8/1)

Signature

Date

1-22-16

Transcription of Interview with Officer Derek Wyberg

Q= [REDACTED]

A=Officer Wyberg

A1= [REDACTED]

A2= [REDACTED]

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Q: Today is the 27th of April; I am [REDACTED] If we can please go around the room and introduce ourselves.

A: [REDACTED]

A2: [REDACTED] [REDACTED] for Officer Derek Wyberg.

A: Derek Wyberg.

Q: This is an interview with Officer Derek Wyberg regarding IA 2020-0023. This is an allegation of misconduct involving the selling of vacation in July 2015 that was not deducted from your leave balance. You were signed - served with a Garrity. Can you please tell me about this incident?

A: I don't know anything specific about the incident. I don't recall anything specific. I sold back my vacation every year.

Q: Were you aware that the vacation was not deducted from your leave balance?

A: Not that I ever remembered, no. I don't really pay that much attention to it. I always assume [REDACTED] is on top of it and handles it from there.

Q: When did you become aware that it was not deducted?

A: I don't remember. You told me the other day.

Q: That's when you first became aware of it? When I served you with the 48-hour notice?

A: As far as I remember of the incident, five years, I don't. It has been a long time, I don't remember. I really don't pay that much attention to them.

Q: Okay, so you... I want to make sure I got this straight. You were or were not aware of it prior to me serving you with the 48-hour notice describing this?

A: I mean - I truly don't remember it.

46
47 Q: Okay. Did you notify anyone that it was not deducted?
48
49 A: Obviously not because it's apparently still in there, so no. Is that what you
50 mean, like...?
51
52 Q: Or anyone. Did you talk to anyone about this, even jokingly, did you mention
53 it?
54
55 A: I don't remember a specific, sorry specific time, like I can't say yeah it was this
56 person or this, I mean, yeah I would say there is a possibility that I had said
57 something, but again this was over the last five years so I can't remember
58 everything.
59
60 Q: Okay, but if there was a possibility, do you know when that would have
61 occurred? At the time, recently?
62
63 A: I would say it would be a while ago if it was.
64
65 Q: Do you know...
66
67 A: But like I said... What's that?
68
69 Q: Go ahead.
70
71 A: I feel like if it was recently, I would remember it, but...
72
73 Q: Okay. But you don't recall talking to this- about this with anyone?
74
75 A: No, I don't.
76
77 Q: But you didn't notify [REDACTED]
78
79 A: I did not.
80
81 Q: You didn't notify Finance?
82
83 A: I did not.
84
85 Q: Your sergeant?
86
87 A: I did not anybody.
88
89 Q: Okay. Do you recall the Attendance/Payroll reports that we receive every six
90 months?

91
92 A: I do.
93
94 Q: And this is a copy of your Attendance/Payroll. (Showed Wyberg a copy of his
95 Attendance/Payroll Report for Jul-Dec 2015.) Do you recall receiving this?
96
97 A: Yeah, and that's my signature I am sure, yes.
98
99 Q: Do you review it?
100
101 A: I don't, no.
102
103 Q: Okay.
104
105 A: I just sign it.
106
107 Q: You sign it and return it.
108
109 A: I, I sound like an idiot, but I – these things are extremely hard for me to read,
110 so, no, I honestly just sign them and hope that [REDACTED] is right on this stuff.
111
112 Q: Do you make a copy for yourself when you are issued these?
113
114 A: No.
115
116 Q: No, you don't make a copy of it.
117
118 A: I save the ones electronically that she has been sending lately, but.
119
120 Q: Okay. On this one, it lists the amount- I take that back, it keeps the attendance,
121 your sick leave accounts that's accrued, do you recall when you had this one,
122 if you reviewed it to see if your vacation time was deducted?
123
124 A: I don't remember reviewing to see if it was deducted. I am not even sure when
125 that year I sold it back. I usually sell it back in February.
126
127 Q: Okay. This was in July.
128
129 A: I sold it in July of that year?
130
131 Q: Yes, because we have your Personnel Action Form, it has sold 80 hours of
132 vacation. But on here it lists the vacation sell-back...
133
134 A: Uh-huh (meaning yes).
135

136 Q: ... did you recall reviewing this when you received it?
137
138 A: No, I just looked at it just now, but not...
139
140 Q: Okay.
141
142 A: ... back then, no.
143
144 Q: So, at the time you signed this, you didn't review it?
145
146 A: No.
147
148 Q: Okay. Because that's why she sends them out to review it for any errors,
149 maybe there's omission or they deduct something from someone else's
150 payroll, and it goes on yours. You are supposed to review for accuracy when
151 you sign it and return a copy. You didn't notice that that 40- 80 hours was not
152 deducted?
153
154 A: No, I did not notice that.
155
156 Q: Okay. Could you have told someone in confidence about this?
157
158 A: Like I said, I don't remember ever telling anybody anything, so. I mean
159 there's a possibility. I am not going say here and say there is not a possibility,
160 but.
161
162 Q: Do you know how someone would have learned of this, and made this
163 anonymous tip to the [REDACTED]
164
165 A: I don't.
166
167 Q: Was it your intent to deceive the department by not reporting this matter?
168
169 A: No, it was not, never. I am a very honest person. I - would never do that, like
170 I'm not a thief. Like that's what frustrates me the most about this, that I'm
171 basically being called a thief, and that really upsets me because I'm not a
172 thief.
173
174 Q: Well we're here to find out what happened.
175
176 A: I know, I'm not saying you, whoever filed the complaint, it's just I'm not a
177 thief.
178
179 Q: Okay.
180

181 A: I didn't do anything intentionally. I think- from now on I learned my lesson. I
182 will pay a hell of a lot more attention to that calendar instead of just signing it.
183

184 Q: Do you feel you violated any department policies regarding this incident?
185

186 A: No, like I said I didn't intentionally do anything.
187

188 Q: Looking back, would you have done anything differently?
189

190 A: Yeah I would pay attention to those, and the – I mean, [REDACTED] is fantastic at
191 her job, I don't know how she does it, but she keeps everything straight, and I
192 mean I am not trying to blame her, but I will definitely be checking all that
193 stuff way more closely now to make sure.
194

195 Q: Is there anything that you feel I should know that I have not asked you?
196

197 A: Just that I didn't intentionally do anything. I am sure that I have more than
198 enough vacation time. If it's not my time, it's not my time. I have no issues
199 giving 80 hours back if they didn't deduct it way back then. I am actually kind
200 of curious if something else happened, maybe my brother didn't get his or
201 something, because I know there's mix ups between us all the time, but, that I
202 didn't intentionally do anything.
203

204 Q: Is there anything about this case that I am going to find out that you did not
205 tell me?
206

207 A: Not that I am aware of, no.
208

209 Q: Did you answer honestly to the questions I have asked you?
210

211 A: Yes, I did.
212

213 Q: Is there anything that you would like to add?
214

215 A: No.
216

217 Q: You sir?
218

219 A2: I have one clarification question.
220

221 Q: Yes sir.
222

223 A2: Derek, do you specifically recall not reviewing that slip from 2015 or is it just
224 your standard practice not to review those balances (unintelligible) prior to
225 now?

226
227 A: It is pretty much my standard practice, they usually hand them out in roll call,
228 say sign it and give it back, and that's exactly what I do.
229

230 A2: Okay, but you are not going to do that in the future, right?
231

232 A: No, I am going to pay attention to them from now on.
233

234 A2: That's all I have, thank you sergeant.
235

236 Q: Okay. Thank you, sir.
237
238
239
240
241
242
243

244 The transcript has been reviewed with the audio recording of the interview and it is an accurate
245 transcription.
246

247 Signed _____
248 _____

1 Transcription of Interview with [REDACTED]

2 Q= [REDACTED]

3 A= [REDACTED]

4
5
6
7
8 Q: Today is the 29th of April; I am [REDACTED] if you could state your name
9 please?

10
11 A: [REDACTED]

12
13 Q: This is an interview as a witness. There was an anonymous complaint filed on
14 Derek Wyberg who sold vacation, and it wasn't deducted from his balance.
15 Do you know anything about this?

16
17 A: I have heard him mention something in the past about it. I always took it as,
18 like a lot of things he says, with a grain of salt. I would say he, you know, he's
19 known to – uh – make things more than they are kind of thing or make him
20 sound like his situations better than they are, so I guess I never really believed
21 it.

22
23 Q: Do you recall when this occurred?

24
25 A: Within the last year or two. And I want to say in a group setting too, he made
26 mention of it. I am trying to remember who was all there though. It was
27 definitely here at work though.

28
29 Q: Okay. But you don't recall the event or...?

30
31 A: I don't.

32
33 Q: Okay. Do you work with him?

34
35 A: No, I do not.

36
37 Q: Okay. Did you previously work with him?

38
39 A: I did, not last – last year I was mostly in narcs, and then for a couple of
40 months I was assigned to that afternoon shift with him. And then the year
41 before I was on Watch 3, but we were on opposite sides of town.

42
43 Q: Okay. Could it have been like training, or anything...?

44
45 A: It could have been training – we are arrest control instructors together as well,

46 so.
47
48 Q: Do you remember the context of what – how he was saying it? Was he like –
49 can you tell me what he said?
50
51 A: It was something about – him not getting – or he had 80 hours or something
52 that the City never took away from him or something like that.
53
54 Q: Did he mention it was vacation that he sold or...?
55
56 A: I believe so.
57
58 Q: Okay. And was he – like bragging that he got over or do you recall how – how
59 the context was...?
60
61 A: Yeah, kind of like proud.
62
63 Q: Okay.
64
65 A: You know like - like he – like I said he got over on the City one or something.
66
67 Q: Okay. Do you recall anyone else who may have heard this?
68
69 A: No, I am trying to think, I mean there are so many times that we are often
70 together and in these groups, so. Like I said I don't know if it was during
71 arrest control or a training or when we did work together for that brief amount
72 of time.
73
74 Q: But it was within the last year or two?
75
76 A: Yeah, last year or two.
77
78 Q: Did he give a time frame of when it may have occurred?
79
80 A: That he- he didn't make it sound like it was recent. He made it sound like at
81 some point this had happened.
82
83 Q: Okay, anything else about this you can add?
84
85 A: Noth – nothing I can think of.
86
87 Q: Okay, thank you.
88
89
90

91 The transcript has been reviewed with the audio recording of the interview and it is an accurate
92 transcription.

93

94 Signed

95

[Redacted Signature]

Pueblo, Colorado
POLICE DEPARTMENT

INTRA-DEPARTMENTAL COMMUNICATION

TO: Officer Derek Wyberg
FROM: [REDACTED]
SUBJECT: IA Investigation #2020-0023
DATE: 24 April 2020

In accordance with Department Order **1020.6 ADMINISTRATIVE INVESTIGATION WITH THE EMPLOYEE**; you are hereby informed that you are the subject of an Internal Affairs Investigation.

The complaint alleges [REDACTED] received the following anonymous complaint:

To Whom This May Concern

I recently became aware that PTL D. Wyberg on an occasion in his career sold back vacation to the city. The city through a clerical mistake did not deduct the sold hours from PTL D. Wyberg's vacation bank. PTL D. Wyberg is aware of this mistake and has known for some time even years failing to report the mistake. I'm not aware if this actually had taken place or PTL Wyberg is spreading or creating rumors like he is known todo. PTL Wyberg is perpetuating like it's true and he has gotten away with it. I would consider this a matter of theft at this point and highly unethical of PTL Wyberg. I hope the city investigates the matter properly and takes PTL Wyberg's attitude concerning.

Sincerely,
Concerned City Employee

Please review any reports or notes you may have concerning this incident. In compliance with Article 36.5 of the collective bargaining agreement; Any employee who is the subject of a citizen's written complaint, on a matter which is not of a criminal nature, filed with the Internal Affairs Office shall be provided with a copy of the complaint in writing as soon as possible and he/she shall respond, if requested, within forty-eight (48) hours. You may also wish to review DEPARTMENT Order 1020.6 Administrative Investigation with the Employee.

An interview has been scheduled for 27 April 2020 at 12:30 pm in training room # 2.
Please contact me at [REDACTED] or cell phone [REDACTED] if you have any questions.

[REDACTED]
Sgt [REDACTED]
Internal Affairs

Date Received: 4-24-20 Time Received: 1249

Signed: [REDACTED]

Pueblo Police Department Administrative Advisement	Date: 4/27/2020		Time: 12:30 pm
	Employee: Derek Wyberg	Rank: Officer	ID#:1441 Division: Patrol

You have been involved in an incident or you have personal knowledge of an incident, which is under administrative investigation.

1. In an administrative investigation you are **required** to truthfully answer any and all questions directed to you, both orally and when requested in writing, which are specifically, directly, and narrowly related to the performance of duty or fitness for office. Therefore, you do not have the right to remain silent. You are advised that your statements or responses constitute an official police report.
2. In addition you are **directed** to disclose to the assigned investigator any and all information and materials which may pertain to this investigation. This includes the existence of any possible witnesses as well as recordings, photographs, notes, documents, records, statements, etc. Your failure to comply constitutes a violation of the Code of Conduct and may serve as a basis for more serious disciplinary action up to, and including, discharge.
3. If you refuse to answer questions directed to you, you will be ordered by the Internal Affairs Personnel, authorized by the Chief of Police, to answer the question. If you persist in your refusal after the order has been given to you, you are advised that such refusal constitutes a violation of the Performance Policy, 340.3.5 (e), (r) and (af), and disciplinary action will be taken for your discharge from employment subject to any procedural protection you may have under applicable law, policy, or agreement.
4. You are required to be truthful in all of your responses. If, during the course of this investigation, it is discovered that you have been untruthful in your responses, you are advised that your untruthful responses constitute a violation of the Performance Policy, 340.3.5 (e), (r) and/or (af), and disciplinary action will be taken for your discharge from employment subject to any procedural protection you may have under applicable law, policy, or agreement.
5. While this incident is under Investigation you are directed not to discuss or make known any information concerning this investigation with anyone other than your direct Chain of Command, your attorney, your union representative or members of the Internal Affairs Unit. Investigations conducted by the Internal Affairs Unit which result in no sustained allegations are considered complete when the Chain of Command of the accused employee has reviewed the investigation and the investigation is returned to the Internal Affairs Unit. Investigations resulting in sustained allegations are considered complete when the Chief of Police has acted on the complaint.
6. Your statement as well as any information or evidence which is gained through your statement cannot be used against you in any criminal proceeding, except that you may be subject to criminal prosecution for any false statement which you include in any written internal statement.
7. Accused Officers are allowed to have an attorney and/or union representative of their choice present during any interview conducted by the Internal Affairs Unit. If you are an accused officer and you choose to have an attorney and/or union representative present it is your responsibility to have the attorney and/or union representative present at the appropriate time and place. Any financial liability incurred through the use of an attorney is the responsibility of the accused officer. Failure of the attorney and/or union representative to follow established guidelines may result in the loss of the privilege to have them present.
8. If you have any questions regarding this warning, or if you have any questions concerning the procedures to be followed, you may direct those questions to the Internal Affairs Personnel.

The undersigned hereby acknowledge receipt of the above warning.

[Redacted Signature]

Employee Signature: _____

[Redacted Signature]

Attachment #	
Complaint #	IA 2020-0023

[Redacted]

Derek Wyberg

DATE

FILE #

VIOLATION

ACTION

DATE	FILE #	VIOLATION	ACTION
[Redacted]			

PUEBLO
POLICE DEPARTMENT

INTRA-DEPARTMENTAL MEMORANDUM

TO: Chief [REDACTED]

FROM: Officer Derek Wyberg

SUBJECT: Selling Back 80 Hours of Vacation

DATE: 07-05-2015

I would like to request the opportunity to sell 80 hours of vacation due to the fact that I will be unable to take it due to scheduling reasons. Please put it on a separate check.

Thank you.

[REDACTED]
Derek Wyberg #1441

Vac - 141.00
Sick - 183.00

WYBERG, GARY P. - PATROL OFFICER
ENTRY: 2-6-08

POLICE DEPARTMENT
ATTENDANCE/PAYROLL REPORT 2015

	JAN		FEB		MAR		APR		MAY		JUN	
	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick
1	0		0									
2	0		0									
3	0											
4	0											
5												
6												
7												
8												
9												
10												
11				10.00								
12												
13												
14												
15												
16												
17												
18												
19		4.00										
20		10.00										
21												
22												
23												
24												
25												
26												
27												
28												
29												
30												
31												
Beginning Balance:	15.75	30.00	25.75	26.00	115.75	26.00	125.75	36.00	131.75	26.50	91.75	36.50
Monthly Accrual:	10.00	10.00	90.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Used:	0.00	14.00	0.00	10.00	0.00	0.00	4.00	19.50	60.00	0.00	0.00	20.00
Vac Sold:												
Vac Donated:												
Sick Sold:												
Ending Balance:	25.75	26.00	115.75	26.00	125.75	36.00	131.75	26.50	91.75	36.50	101.75	26.50

PH: 0.00 (Used 3/6 & 4/25)

VAC MAX: 400.00

SICK LEAVE MAX: 1600.00

Signature _____ Date _____

WYBERG, GARY P. - PATROL OFFICER
ENTRY: 2-6-06

POLICE DEPARTMENT
ATTENDANCE/PAYROLL REPORT 2015

	JULY		AUG		SEPT		OCT		NOV		DEC	
	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick	Vac	Sick
1 O				10.00								
2 In Service												
3			CT									
4			O									
5 CT			O									
6 O			O									
7 O			O									
8 O			CT									
9 TR In Service												
10												
11			O									
12 TR SRO			O									
13 TR SRO			O									
14 TR SRO												
15 TR SRO												
16 TR SRO												
17 TR SRO												
18 O-PB			O									
19 O-PB			O									
20 O			O									
21 O												
22 O												
23 O												
24												
25 O-PB			(To SRO - 8.0)									
26												
27												
28 O												
29 O												
30 O												
31												
Beginning Balance:	101.75	26.50			121.75	36.50	131.75	46.50	141.75	56.50	119.75	66.50
Monthly Accrual:	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Used:	0.00	0.00	0.00	10.00	0.00	0.00	0.00	0.00	32.00	0.00	79.00	62.50
Vac Sold:												
Vac Donated:												
Sick Sold:												
Ending Balance:	111.75	36.50			131.75	46.50	141.75	56.50	119.75	66.50	60.75	14.00

PH: 0.00 (Used 3/6 & 4/25)

Signature

Date