

Memorandum



CITY OF DALLAS
(Report No. I14-005)

DATE: May 30, 2014

TO: Honorable Mayor Michael S. Rawlings
Honorable Jerry Allen, Chairman – Budget, Finance & Audit Committee
Warren M.S. Ernst, City Attorney

SUBJECT: Investigative Report: Department of Sanitation Services – Theft of a Cell Phone

Council Resolution 90-4027 requires the Office of the City Auditor (Office) to report to the Mayor, the Chair of the City Council Budget, Finance & Audit Committee, and the City Attorney any apparent violations of law, apparent instances of misfeasance, or nonfeasance by City of Dallas (City) employees. This report summarizes the results of the Office's administrative review of a Dallas Police Department – Public Integrity Unit (DPD-PIU) investigation into the theft of a citizen's cell phone from a local restaurant by Mr. Douglas Campbell, Truck Driver II, for the Department of Sanitation Services (SAN).

On January 14, 2014, at approximately 8:00 AM, Mr. Campbell, arriving in a City truck and wearing his City uniform, entered a restaurant where he was a frequent customer to purchase coffee. After placing and paying for his order and receiving his purchase, Mr. Campbell returned to the counter several times and then left the restaurant. Shortly thereafter, the employee running the cash register noticed her cell phone, which she had placed on the employee side of the counter behind the register, was missing. The employee and her manager reviewed the restaurant's surveillance video and saw the City employee take the cell phone from the counter. The theft was then reported to the Dallas Police Department. The DPD-PIU used the surveillance video to have SAN Management identify Mr. Campbell.

The DPD-PIU's investigation determined that on-duty SAN employee Mr. Campbell stole the cell phone, and Mr. Campbell was arrested for Theft on January 23, 2014. Subsequently, DPD-PIU forwarded the complaint to the Office for administrative review. The Office's review of the evidence supports the finding that Mr. Campbell, in addition to criminal theft, violated City Personnel Rules, including dishonesty, theft, misconduct, and disregard of the public trust.

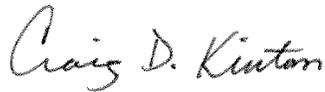
On February 25, 2014, SAN Management received a memorandum from DPD-PIU stating that their investigation determined that Mr. Campbell had stolen the cell phone and that he had been arrested for the offense on January 23, 2014.

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Based on this information, SAN Management set a pre-termination hearing with Mr. Campbell for March 19, 2014. At the pre-termination hearing, SAN Management reviewed the information provided by both DPD-PIU and Mr. Campbell and found that Mr. Campbell had violated the City's Personnel Rules regarding "Unacceptable Conduct" involving theft, misconduct, and disregard of public trust. The SAN Management issued a notice of termination to Mr. Campbell on March 26, 2014. SAN Management also received the Office's investigative results concerning Mr. Campbell's actions and agreed with the Office's assessment.

If you have any questions or would like to be briefed regarding this matter, please contact me at 214-670-3222 or Amy Messer, Assistant City Auditor, at 214-670-5347.

Sincerely,

A handwritten signature in cursive script that reads "Craig D. Kinton".

Craig D. Kinton
City Auditor

C: Honorable Members of the City Council
A.C. Gonzalez, City Manager
Forest Turner, Assistant City Manager