

Memorandum



CITY OF DALLAS
(Report No. I15-001)

DATE: December 9, 2014

TO: A.C. Gonzalez, City Manager

SUBJECT: Investigative Report:
Theft of Time – Department of Street Services

This report provides results of an investigation by the Office of the City Auditor (Office) of an allegation involving a Department of Streets Services (STS) Electronic Signal Technician taking excessive breaks at the employee's residence during the work day.¹

On August 11, 2014, STS Management reported to the Office that an Electronic Signal Technician had been observed in a STS van at the employee's apartment on numerous occasions during the work day. The Office's investigation included monitoring the STS employee for 14 work days and obtained the following results:

- Excessive breaks (average of 88 minutes/day, excluding lunch breaks) for seven days (50 percent)
- Absent for six days (42 percent)
- Full eight hours of work for one day (eight percent)

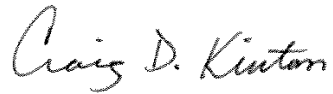
The evidence obtained is sufficient to support the finding that the Electronic Signal Technician's actions violated City Personnel Rules, specifically: indifference towards work, dishonesty, theft, misconduct, and disregard of public trust.

The STS Management discharged the Electronic Signal Technician's employment with the City of Dallas effective November 25, 2014.

¹ City of Dallas' Administrative Directive 2-14: *Fraud, Waste and Abuse Procedures* directs the Office to report to the City Manager specified investigative audit findings.

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 Budget, Finance & Audit Committee
Warren M.S. Ernst, City Attorney
Mark McDaniel, Assistant City Manager
Dennis Ware, Director – Department of Street Services
Cheryl Orr, Ethics and Diversity Officer