



Office of Inspector General

“Protecting taxpayer dollars and strengthening public trust by investigating fraud, waste, abuse and ethics concerns.”

QUARTERLY REPORT- 4th QUARTER FY 2025

GENERAL REVIEW OF FY 2025

Baron Eliason, Inspector General (I)

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MESSAGE FROM THE INTERIM INSPECTOR GENERAL

The fourth quarter of FY2025 was a period of significant transition for the Office of Inspector General (OIG). Leadership changes occurred throughout the quarter: former Inspector General Tim Menke briefly succeeded Bart Bevers before his departure, and I entered the role of Interim Inspector General at close of the reporting period. In addition, two experienced investigators, including our lead investigator, retired from the office.

Despite these challenges, the essential work of the OIG continued uninterrupted. Complaints did not pause, and staff remained committed to delivering independent, professional oversight for the City of Dallas. This report presents our fourth-quarter activity in its standard format and includes an expanded set of data and visualizations designed to improve clarity, transparency, and public understanding. Additionally, this report includes some reviews of the year to provide context for coming endeavors and transparency of the office.

Looking forward, we are working to strengthen the synopsis section of this report by providing clearer but still confidentially appropriate summaries. In the meantime, this quarterly report introduces new charts and metrics in an Executive Dashboard showing trends both within the fourth quarter and across the full fiscal year.

The broader accomplishments of FY2025 reflect meaningful progress for the office and for the City. Highlights include:

Establishing Independence: The OIG completed its transition from a division of the City Attorney's Office to a fully independent office reporting directly to the City Manager and Council.

Law Enforcement Status Sought: The Office of Inspector General continued its efforts to secure limited law enforcement status—an authority previously pursued in Austin—to enhance access to investigative tools, strengthen partnerships with police agencies, and ensure appropriate confidentiality protections for sensitive cases.

Advancing Investigative Tools: The OIG began the process of procuring a professional case-management system by working with IT to develop the Business Requirements Document and related scoping materials, and identified appropriate tools needed to apply the benefits of technology to our work.

Responding to Oversight: The office completed a significant response to a full audit of the former Inspector General Division, helping strengthen governance, documentation, and internal controls.

Expanding Public Ethics Resources: We launched two new ethics-focused platforms:

- Ethical Way – a citywide SharePoint information hub
- City Ethics FAQ Website – a simplified public resource addressing common ethics questions

Training and Outreach: In FY2025, the OIG delivered 83 in-person training courses to 4,829 city employees and officials and surpassed a major milestone of reaching 10,000 total trainees since inception of the Chief Integrity Officer program under Baron Eliason.

Community and Professional Engagement:

- Presented at the Association of Inspectors General National Conference
- Led a U.S. State Department roundtable with visiting dignitaries from Eastern Europe
- Delivered keynote addresses to the Oak Cliff Chamber of Commerce and the Greater East Dallas Chamber
- Participated in Black History Month programming

Ethics Week 2025: This year's Ethics Week saw record participation, and growing citywide engagement.

New Management Alert Reports: The OIG piloted a new type of report—focused on urgent, systemic concerns—and drafted two management alerts. Work is now underway to formalize a citywide Standard Operating Procedure for these alerts in FY2026.

Together, these efforts position the OIG for a more transparent, data-driven, and proactive year ahead. I look forward to continuing this work and strengthening the City's culture of ethics, accountability, and public trust.

Baron Eliason
Inspector General (I)
Office of Inspector General, City of Dallas

Baron Eliason

Baron Eliason
Inspector General (I)



EXECUTIVE DASHBOARD

TOTAL COMPLAINT ACTIVITY

Q4 Complaints Received: 108

Q4 Complaints Closed: 94

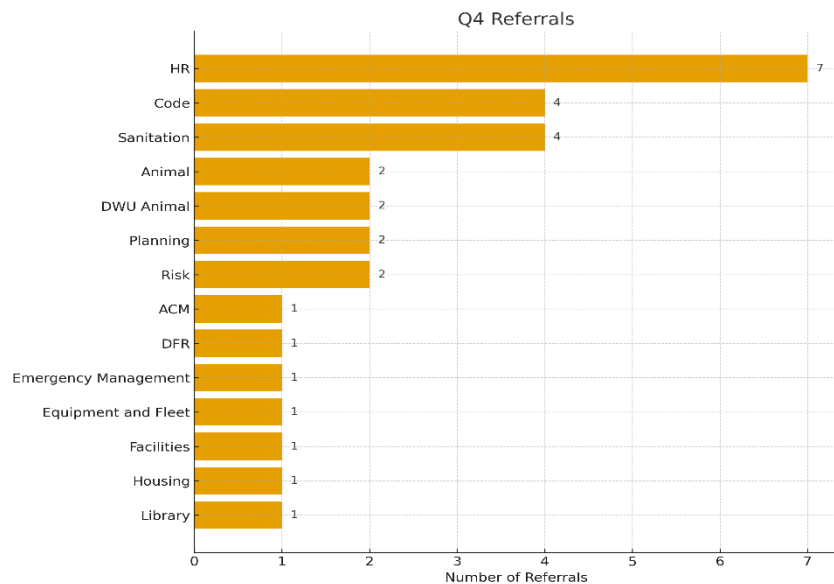
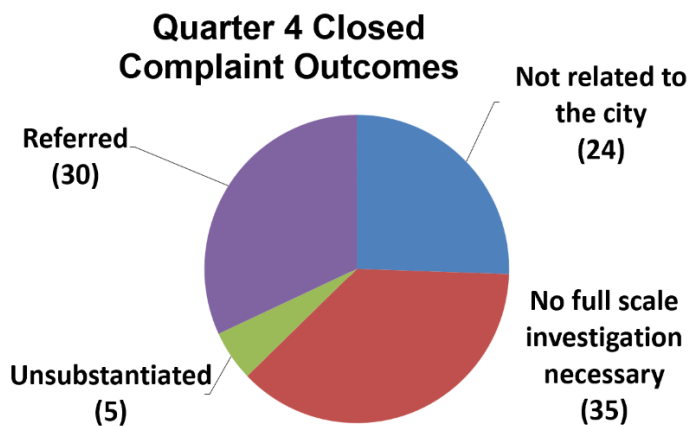
FY 25 **NEW** Complaints: 350

TRAINING IMPACT

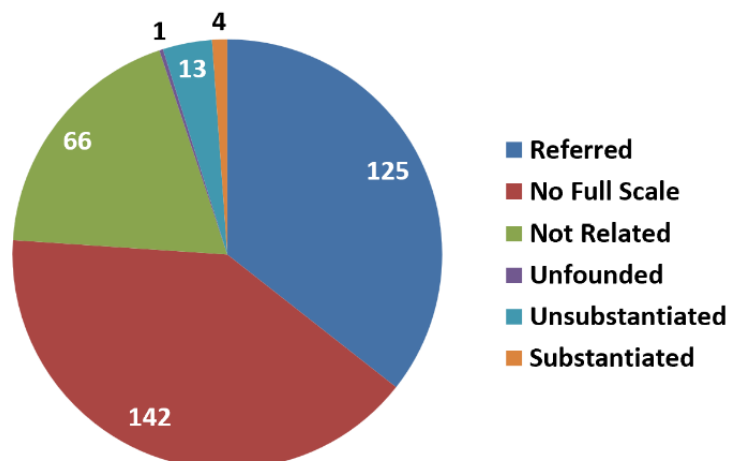


4,829 Trained

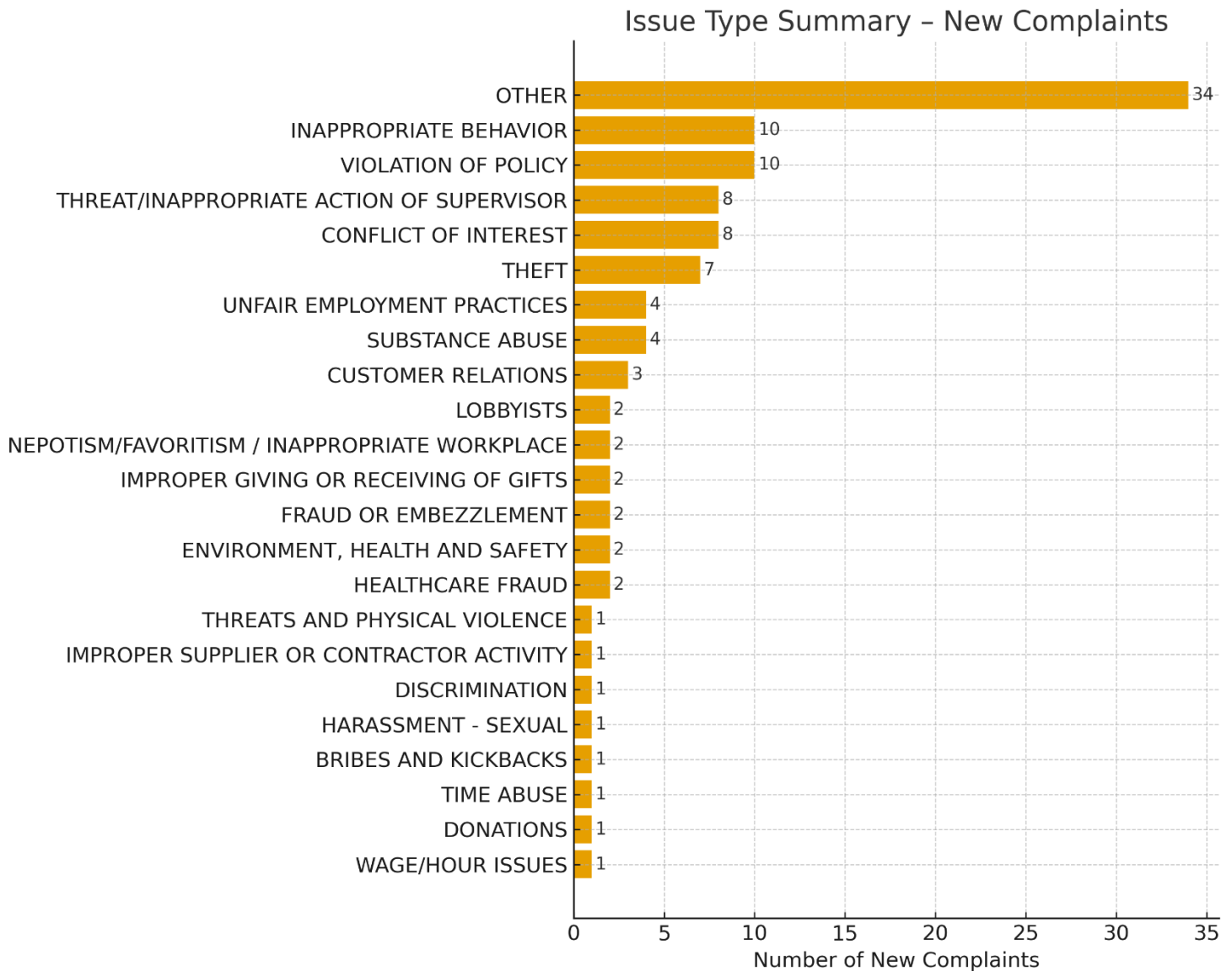
CLOSED COMPLAINT OUTCOMES



FY25 Closed Complaint Outcomes



Q4 ISSUE TYPES OF NEW COMPLAINTS



** “Other” category contains reports that do not fall into any OIG related category such as reports not related to the city and calls which should be directed to 311.

MISSION OF THE OFFICE OF INSPECTOR GENERAL

To protect taxpayer dollars and strengthen public trust by:

- (1) detecting and preventing fraud, waste, abuse, corruption, ethics violations, and official misconduct through investigations and prosecution of substantiated allegations;
- (2) promoting economy, efficiency, and effectiveness in the operations of the City of Dallas through evaluations and reviews; and
- (3) instilling the value of ethics into the culture of the city through training and communications.



PRINCIPLES AND STANDARDS

Whether a matter is formally considered an *ethics violation* is determined by the City of Dallas Code of Ethics. The Code defines the specific laws, ordinances, and rules that constitute an actionable ethics issue at 12A-50(a)(2).

In addition to ethics matters, employees also report concerns involving *waste, abuse, and fraud*, each of which has a distinct meaning under Administrative Directive 2-14.

Abuse is a violation or circumvention of City or departmental procedures that impairs the effective or efficient execution of operations.

Waste is the careless, unnecessary, or thoughtless use or mismanagement of resources to the detriment of the City.

Fraud, by contrast, is a *deception intended to deprive a person or organization of something of value*, and includes acts such as document forgery, misappropriation, concealment of records, and seeking or accepting improper items of material value.

Fraud is a criminal offense. These matters are immediately referred to law enforcement once recognized. By comparison, waste and abuse can occur without the intent required for an ethics violation, and this past fiscal year the OIG began documenting more of these issues through Management Alerts to provide better visibility and earlier corrective opportunities for City leadership.



Baron Eliason speaking during Ethics Week in the City Hall lobby about the importance of being a light for ethics in our work for the city.

Beyond the Ethics Code and other guiding documents of the City, the OIG has adopted the Principles and Standards for an Office of Inspector General, also known as the Green Book Standards – established by the Association of Inspectors General (AIG). The AIG, founded on October 26, 1996, is a national nonprofit membership organization for agencies and professionals in the inspector general community. The AIG promotes excellence in the inspector general community by establishing and encouraging adherence to office-wide and discipline-specific quality standards. The AIG promotes public accountability through policy research and analysis in the general areas of fraud, waste, and abuse, including prevention, examination, investigation, detection, elimination, and enforcement. It supports professionalism through standardized practices, policies, and ethics; and offers professional development through educational resources, qualifications, certification, and licensing programs.



Pictured here at the Annual AIG conference are AIG Executive Director **Michael Castrilli**, Treasurer **Erica D. Smith, CPA/CFF, CFE, CIG, CIGA**, 2nd VP **Kim Chatelain Esq, CIG, CCEP, CFE, CIGE**, President **Will Fletcher**, 1st VP **Isabel Mercedes Cumming**, 3rd VP **Carol "Jodie" Breece**, and Program Director **Elizabeth Quinn Foreman**.

FILING A COMPLAINT

A strong ethical culture depends on people speaking up when something isn't right. **City employees and officials are required to report known violations** of the Ethics Code, but the heart of that duty is simple: protecting the public and supporting a government worthy of trust. The OIG makes that process as easy, confidential, and accessible as possible. Reports can be made without fear of retaliation, and every concern—large or small—is reviewed and routed to the proper authority. When people take the step to report misconduct, they help prevent small problems from becoming costly failures and ensure the City of Dallas continues to serve residents with integrity.

Fraud, Waste, Abuse, Corruption, and Ethics Violations can be reported at:



The Whistle Hotline: (877) 860-1061(English and Spanish)

OIG website with link to the hotline:

<https://dallascityhall.com/departments/inspector-general>

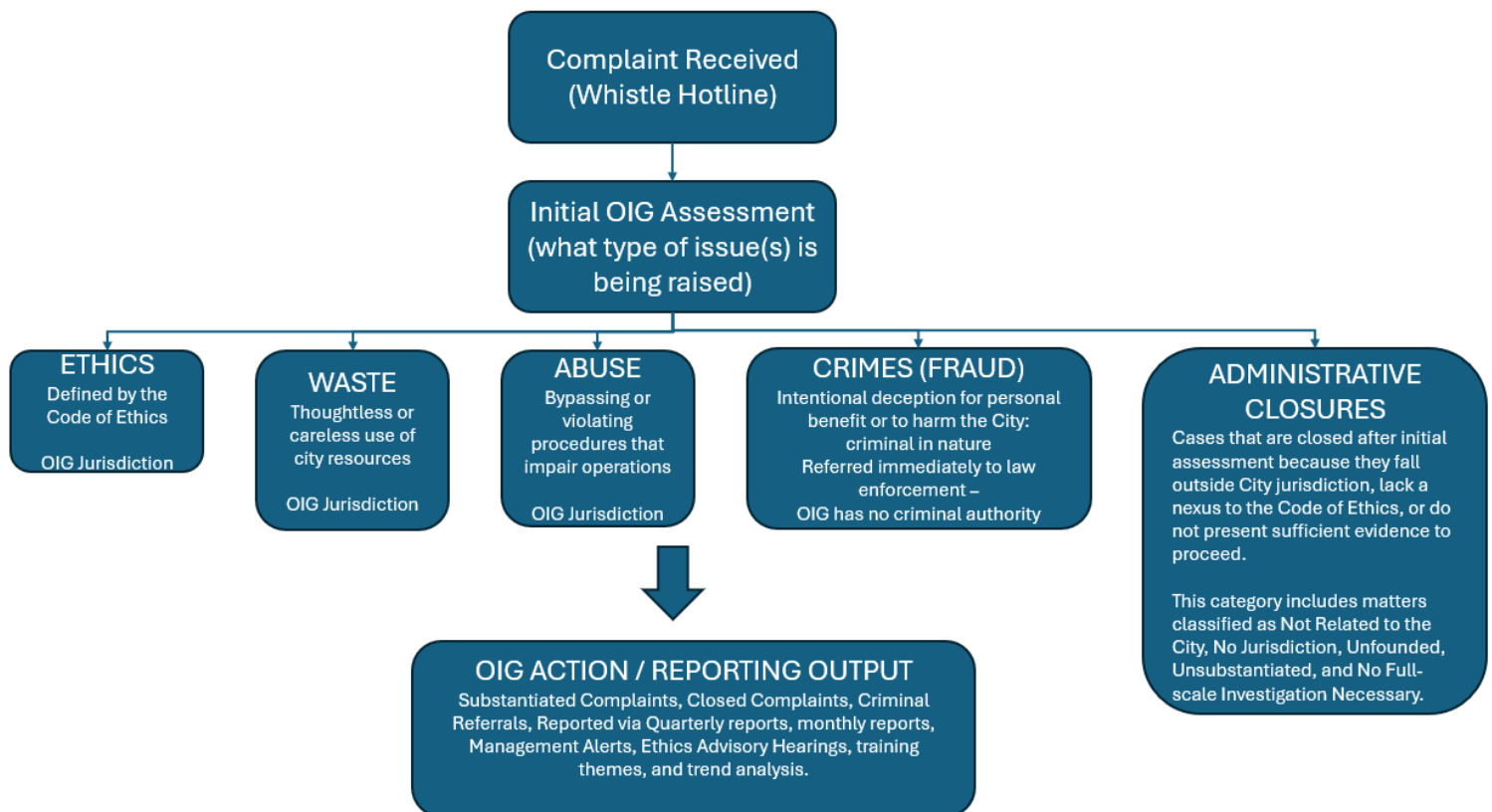
HOW INVESTIGATIONS PROCEED AND ARE LIMITED

Investigations in the Office of Inspector General begin with an initial assessment to determine whether a complaint involves ethical violations, waste, abuse, fraud, matters for departmental referral, or an issue appropriate for administrative closure. Once the issue type is identified, the IG determines the proper path forward while applying two mandatory limits established in the Code of Ethics.

Investigations must also cease whenever a criminal or civil case is pending involving the same underlying facts, because the OIG is prohibited from interfering with ongoing legal proceedings or exercising criminal authority.

Similarly, if a complaint alleges misconduct by the Inspector General or any OIG employee the City Attorney must retain independent outside counsel to investigate the matter, and the OIG immediately stops all work related to the complaint.

Investigations may be halted if a matter is outside City jurisdiction, lacks a nexus to the Code of Ethics, presents insufficient evidence to proceed, or is better handled by management than a formal investigation.



MANAGEMENT ALERTS

Over the past fiscal year, the Office of Inspector General began testing a new tool—Management Alerts—to address issues that do not require a full investigation but nevertheless pose risks to City operations, compliance, or ethics. Three trial versions were issued during the year, each focused on identifying a specific breakdown in



process, communication, or internal controls. These pilots demonstrated the value of providing timely notice to department leadership when the OIG identifies matters that warrant corrective action, even when the issue does not rise to the level of an ethics violation or a substantiated complaint.

Based on those early trials, the OIG is now working to formalize and crystalize the Management Alert process. This includes defining the criteria for when an alert is appropriate, standardizing the format, and establishing a structured follow-up mechanism so that departments report back on steps taken, implementation timelines, and final outcomes. The goal is to ensure that alerts generate real improvements rather than simply providing notice.

Integrating Management Alerts into OIG's regular repertoire strengthens the City's oversight framework in several ways. Alerts allow the OIG to address waste, abuse, and operational vulnerabilities earlier—often before they escalate into larger problems. They promote continuous improvement by highlighting procedural gaps that may affect multiple departments. They also complement investigations by providing a non-punitive, solutions-oriented option for issues where swift administrative action is more appropriate than a prolonged inquiry.

As the process becomes fully established, Management Alerts will serve as an agile tool for enhancing accountability, reducing risk, and supporting department leaders in correcting issues that otherwise might go unaddressed.

RESPONDING TO OVERSIGHT

The January 2025 Weaver Tidwell audit of the Inspector General Division identified significant structural and resource gaps that limited the division's ability to meet its mission. The audit emphasized the need for a modern case-management system, clearer investigative procedures, and a more appropriately structured staffing model.

In response, the OIG initiated two major efforts:

- Beginning the process of procuring a professional case-management system by working with IT to develop the Business Requirements Document and related scoping materials; and
- Analyzing a potential restructuring of the office to better align roles, workload, and professional functions with audit recommendations.

Progress on both efforts slowed temporarily during the transition from IGD to OIG and through multiple leadership changes but work on these projects has resumed and is now back underway. The Weaver Tidwell audit remains a valuable roadmap for the continued professionalization of the Office of Inspector General, and its findings continue to guide current initiatives in staffing, technology, and investigative processes.



OIG STAFFING

OIG Staffing Level – Year End

- Current staffing (3 vacant positions, CIO and IG - one person): 7
- Operating at 44% of levels approved in FY 2023.



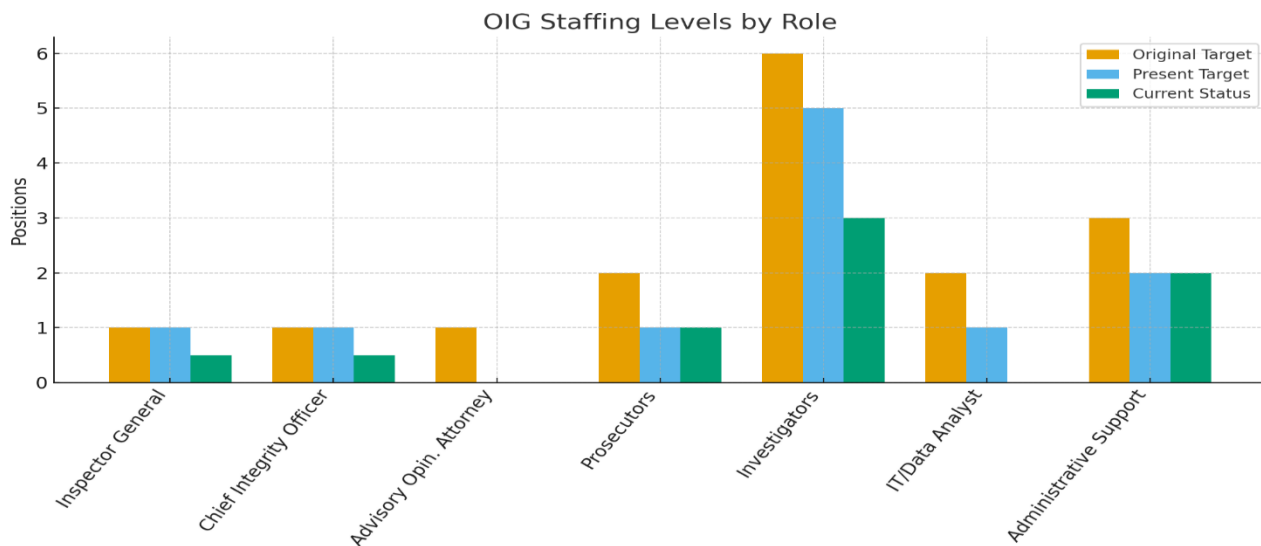
Over time, the capacity of the Office of Inspector General has gradually diminished as several positions were lost through budgetary changes rather than by choice. Presently, the OIG is operating without two of the five investigator positions because two seasoned investigators have retired, leaving the office at its lowest staffing level to date while the workload and expectations have remained steady.

Despite reduced staffing, the OIG continues to meet its core responsibilities and seeks to prioritize cases with the greatest risk to public trust, taxpayer dollars, and ethical governance.

Lower staffing limits the number of cases that can be fully investigated, elevating the importance of early referrals, risk triage, and coordination with DPD, HR, and other partners.

Roles	Present Target	Current Status
Inspector General	1	.5
Chief Integrity Officer	1	.5
Advisory Opin. Attorney	0	0
Prosecutors	1	1
Investigators	5	3
IT/Data Analyst	1	0
Administrative support	2	2
TOTAL	11	7

FUTURE LOOKS BRIGHT: As the Office of Inspector General continues to modernize its operations, one of our most important staffing priorities is converting an existing administrative-support position into a dedicated data analyst role. The volume and complexity of complaints require stronger analytical capabilities to identify trends, proactively detect risks, and support more efficient investigations. A data analyst would significantly enhance our ability to turn raw information into actionable insights and to implement the proactive model outlined in this report. In addition, the OIG is working to expand its capacity through the development of structured student-intern partnerships with Southern Methodist University (SMU) and the University of Texas at Dallas (UTD). These programs will create opportunities for graduate and undergraduate students to support research, analytics, and special projects while building a long-term talent pipeline for the city.



ADVANCING INVESTIGATIVE TOOLS

As the Office of Inspector General continues to strengthen its role in protecting taxpayer resources and promoting ethical governance, the next major step is transitioning from a largely reactive model to a proactive oversight strategy. Today, much of the OIG's work is driven by what is reported through the hotline, what appears in the media, or what staff happen to observe. While these sources remain valuable, a more effective approach is to identify risks before they escalate into violations, waste, or reputational harm.

Moving into a proactive model will require implementing a modern case management system that supports trend analysis, converting the remaining administrative vacancy into a data analyst position to surface emerging patterns, and equipping the office with basic forensic tools and link-analysis capabilities.



These enhancements will allow the OIG to detect fraud indicators, conflicts of interest, and systemic vulnerabilities earlier and more reliably, ultimately increasing the impact of oversight and strengthening public trust.

Over the past year, the OIG has laid critical groundwork to support this transition. The office consulted the findings and recommendations from the most recent OIG Audit to identify gaps in technology, workflow, and data capabilities. Staff engaged with several leading case-management vendors to evaluate options that align with the City's procurement rules, security standards, and operational needs. Working closely with the Department of Information & Technology Services, the OIG developed a comprehensive Business Requirements Document (BRD) and associated procurement materials to ensure that any selected system will support analytics, trend detection, secure evidence management, and modern investigative workflows. This foundational work positions the OIG to adopt a system that enables a fully proactive, data-driven approach in the year ahead.

CASE SUMMARIES

DISPOSITION DECISION DEFINITIONS

These definitions are used in the synopsis section below to help the public understand how the Office of Inspector General classifies case outcomes.

SUBSTANTIATED

There is enough credible evidence to show that a violation likely occurred (more likely than not). *Example: Multiple witnesses and documents support the allegation.*

UNSUBSTANTIATED

There is not enough credible evidence to determine whether a violation occurred. *Example: Conflicting statements with no supporting documentation.*

UNFOUNDED

The investigation shows the allegation is not true, **or** the alleged conduct is not a violation of the rules. *Example: Records confirm the event did not happen, or the conduct was allowed under policy.*

NOT RELATED TO THE CITY

The allegation concerns a matter outside the City of Dallas. *Example: A complaint about disputes between private parties.*

NO FULL-SCALE INVESTIGATION NECESSARY

The complaint lacks essential information, or the conduct described does not violate the Code of Ethics. *Example: A complaint that provides no names, dates, or facts, or describes a matter outside the ethics code.*

REFERRED TO DEPARTMENT

The issue was sent to the appropriate City department or external agency for review or action. *Example: A workplace dispute sent to Human Resources.*

NO JURISDICTION

The OIG lacks the legal authority to investigate the matter, or the statute of limitations has expired. *Example: A complaint concerning conduct that occurred too long ago or outside the OIG's authority.*

KEY MEASURE	REQUIRED BY	DATA
Annual Financial Disclosure Reports	Sec. 12A-40(a)(1)(C)	1
Summarized Completed Investigations	Sec. 12A-47(c)	See pages 20-28
MEASURE		DATA
NEW COMPLAINTS:		
Source(s) of those complaints: Hotline/Web		20
Source(s) of those complaints: Hotline/Phone		87
Source(s) of those complaints: LEPCT		1
Source(s) of those complaints: OIG Initiated		0
Source(s) of those complaints: Other		0
Total New Complaints Received		108
DISPOSITION OF CLOSED COMPLAINTS:		
Substantiated		0
Total Reviews Completed and Closed		0
Unsubstantiated		5
Unfounded		0
Not Related to The City		24
No Full-Scale Investigation Necessary		35
Referred To Department/LEO		30
Total Complaints Closed¹		94
Total Full-Scale Investigations Completed and Closed		5
CURRENT IN-PROGRESS CASES (as of November 12, 2025)		33
EAC HEARING DISPOSITIONS		No Data to Report
Settlement(s) reached with OIG		
Number of Ethics Hearings		
Number of Respondents Prosecuted		
Substantiated Ethics Charge(s)		
Unsubstantiated Ethics Charge(s)		
INTEGRITY OFFICER PROGRAM/CHIEF INTEGRITY OFFICER		
Number of OIG Trainings Offered		16
Number of Employees/City Officials participating in Training by OIG		737

¹ See Executive Dashboard, "Closed Complaint Outcomes," for more information.

SUMMARIZED COMPLETED INVESTIGATIONS

Synopsis Notes

On 12/9/2024, an anonymous complaint was received from a city employee alleging a coworker discussed city business with an outside third party. After a preliminary investigation, OIG determined the complaint did not contain a credible allegation of an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 6/2/2025, a complaint was received from an individual alleging wrongful eviction in the city of Lancaster. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 6/29/2025, a complaint was received from a resident alleging a city employee made an offhand remark at a public meeting, and the city employee apologized to the resident after the meeting. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/4/2025, an anonymous complaint was received from a resident alleging identity theft by an individual who is neither an employee, official, nor a person doing business with the city. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 7/5/2025, an anonymous complaint was received from an individual alleging violations of city code regarding alcohol sales and the certificate of occupancy at a local business. This complaint was referred to department management. REFERRED TO DEPT/CODE COMPLIANCE SERVICES

On 7/9/2025, an anonymous complaint was received from an individual alleging a request by a supervisor for a city employee to dispose of trash left outside a city building. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/9/2025, a complaint was received from an individual alleging unfair denial of a protective order application by a Dallas County District Judge. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 7/9/2025, a complaint was received from an individual alleging wrongful eviction in the city of Coppell. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 7/10/2025, a complaint was received from an individual alleging a criminal district attorney's office declined to file charges as requested by the complainant. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 7/10/2025, a complaint was received from an individual alleging unfair denial of a protective order application by a Dallas County District Judge. This is a duplicate complaint. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 7/10/2025, a complaint was received from an individual alleging wrongful eviction in the city of Coppell. This is a duplicate complaint. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 7/10/2025, a complaint was received from an individual alleging ineffective assistance of counsel by a private attorney not connected with the city of Dallas. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY
On 7/10/2025, an anonymous complaint was received from a city employee alleging a supervisor created a hostile work environment. This complaint was referred to Human Resources. REFERRED TO DEPT/HUMAN RESOURCES
On 7/10/2025, an anonymous complaint was received from an individual alleging a city employee falsified workers' compensation paperwork. This complaint was referred to department management. REFERRED TO DEP/OFFICE OF RISK MANAGEMENT
On 7/12/2025, an anonymous complaint was received from an individual alleging identity theft by unknown individuals. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY
On 7/12/2025, an anonymous complaint was received from a city employee alleging a supervisor created a hostile work environment and displayed favoritism. This complaint was referred to Human Resources. REFERRED TO DEPT/HUMAN RESOURCES
On 7/14/2025, an anonymous complaint was received from a city employee alleging racial discrimination by a supervisor. This complaint was referred to Human Resources. REFERRED TO DEPT/HUMAN RESOURCES
On 7/14/2025, an anonymous complaint was received from an individual alleging a business owner used city water without paying for it. This complaint was referred to department management. REFERRED TO DEPT/DALLAS WATER UTILITIES
On 7/17/2025, a complaint was received from a dog owner alleging the dog was injured while in the care of Dallas Animal Services. This complaint was referred to department management. REFERRED TO DEPT/DALLAS ANIMAL SERVICES
On 7/17/2025, an anonymous complaint was received from an individual alleging a public protest took place next to a city park. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY
On 7/18/2025, an anonymous complaint was received from an individual alleging stalking and harassment by unknown individuals. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY
On 7/19/2025, an anonymous complaint was received from a city employee alleging a supervisor violated standards of civility by using the employee's identity and handwritten notes as a training example for the rest of the department. This complaint was referred to department management. REFERRED TO DEPT/DALLAS FIRE RESCUE INTERNAL AFFAIRS DIVISION
On 7/22/2025, an anonymous complaint was received alleging a business owner used city water without paying for it. This is a duplicate complaint. NO FULL-SCALE INVESTIGATION NECESSARY
On 7/22/2025, an anonymous complaint was received alleging a business owner used city water without paying for it. This is a duplicate complaint. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/22/2025, a complaint was received from a resident who disagreed with the decision reached by city code inspectors regarding a neighbor's fence replacement. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/24/2025, an anonymous complaint was received alleging a city employee in May 2024 accused a resident of tampering with a water meter. OIG may not investigate allegations that occurred more than one year before the date of the filing of a complaint. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/24/2025, a complaint was received from a resident alleging a city official made a comment on social media that could be interpreted by some as encouraging others to make a threat. After preliminary investigation, OIG determined the city official's comment requested constituents to send the details of the dispute to the city official. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/28/2025, a complaint was received from a resident alleging city employees failed to address her 311 complaints about unwanted text messages from her neighbor. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/28/2025, an anonymous complaint was received from a city employee alleging disparity in overtime assignments. This complaint was referred to department management. REFERRED TO DEPT/SANITATION

On 7/28/2025, an anonymous complaint was received from a city employee alleging secondhand knowledge of (1) drug use by a coworker at an unknown time and place, and (2) unspecified aggressive workplace behavior by the same coworker. This complaint was referred to department management. REFERRED TO DEPT/PLANNING & DEVELOPMENT

On 7/28/2025, an anonymous complaint was received from a city employee alleging secondhand knowledge of (1) drug use by a coworker at an unknown time and place, and (2) unspecified aggressive workplace behavior by the same coworker. This is a duplicate complaint. This complaint was referred to department management. REFERRED TO DEPT/PLANNING & DEVELOPMENT

On 7/30/2025, an anonymous complaint was received alleging a business owner used city water without paying for it. This is a duplicate complaint. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/1/2025, a complaint was received from a resident alleging city employees conspired with the property manager at a local apartment complex to wrongfully evict her. This complaint does not contain a credible allegation of an ethics code violation. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/1/2025, a complaint was received from a resident alleging a city employee testified at her eviction hearing. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 7/7/2025, an anonymous complaint was received from an individual alleging a Fresh Start Housing Program participant failed to follow program guidelines. After an investigation, OIG was unable to substantiate the allegation. UNSUBSTANTIATED

On 8/5/2025, a complaint was received from a resident alleging wrongful repossession of her car by a local business. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/5/2025, a complaint was received from a city employee alleging supervisors reassigned her job duties and failed to conduct a performance evaluation. The complainant previously submitted this complaint to Human Resources, and OIG determined a concurrent investigation was not necessary. This complaint was referred to Human Resources. REFERRED TO DEPT/HR

On 8/6/2025, a complaint was received from a former city employee alleging wrongful termination. This allegation is currently being litigated and thus the OIG is not at liberty to investigate this matter, pursuant to the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/6/2025, a complaint was received from a resident alleging unfair issuance of a code compliance citation. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/6/2025, a complaint was received from an individual not employed by the city, stating he is not satisfied with his paycheck from an unknown employer. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/8/2025, a complaint was received from a resident alleging a city official violated Chapter IXA of the Charter of the City of Dallas by supporting the appointment of an inspector general who did not meet the Charter's listed qualifications. Pursuant to the code of ethics, OIG may investigate a Charter violation only when it involves ethical conduct. A motion that is later determined to be inconsistent with Charter requirements may reflect a procedural mistake, but such an error does not on its own constitute unethical conduct. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/8/2025, a complaint was received from an employee alleging religious discrimination by a supervisor. This complaint was referred to Human Resources. REFERRED TO DEPT/HUMAN RESOURCES

On 8/8/2025, an anonymous complaint was received from a city employee alleging workplace disruption by coworkers who change the schedules of other coworkers. This complaint was referred to department management. REFERRED TO DEPT/SANITATION

On 8/11/2025, an anonymous complaint was received from a city employee alleging a coworker received lottery tickets from a customer at a city-owned facility. This complaint was referred to department management. REFERRED TO DEPT/SANITATION

On 8/12/2025, an anonymous complaint was received from a city employee alleging a request for workplace accommodations was delayed. This complaint was referred to Human Resources. REFERRED TO DEPT/HUMAN RESOURCES

On 7/3/2025, an anonymous complaint was received alleging a City of Dallas grant applicant submitted a fraudulent application for federal grant funds to be administered by the Office of Community Care. After an investigation, OIG was unable to substantiate the allegation. UNSUBSTANTIATED

On 8/12/2025, an anonymous complaint was received from a city employee alleging a supervisor instructed employees to place confidential medical information of residents on a public document. This complaint was referred to department management. REFERRED TO DEPT/EMERGENCY MANAGEMENT & CRISIS RESPONSE

On 8/12/2025, an incomplete anonymous complaint was received from an individual alleging a city official made unspecified threats on social media. The complainant terminated the call prior to the completion of intake. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/14/2025, an anonymous complaint was received from a city employee alleging mold in a city facility caused illness for employees. This complaint was referred to department management. REFERRED TO DEPT/FACILITIES & REAL ESTATE MANAGEMENT

On 8/14/2025, an anonymous complaint was received from a city employee alleging favoritism by a supervisor regarding a work absence. This complaint was referred to department management. REFERRED TO DEPT/SANITATION

On 8/15/2025, an anonymous complaint was received from an individual alleging a city official had a conflict of interest regarding serving as a volunteer at a city facility while also serving on a city board or commission. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/16/2025, an anonymous complaint was received from an individual alleging an unknown parking attendant issued a parking ticket to an unspecified vehicle. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/18/2025, a complaint was received from an individual alleging she was charged an excessive parking fee at a private parking lot. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/18/2025, an anonymous complaint was received from an individual alleging a city employee falsely claimed a work injury. This complaint was referred to department management. REFERRED TO DEPT/OFFICE OF RISK MANAGEMENT

On 8/18/2025, an anonymous complaint was received from an individual alleging unnamed employees at Dallas Police Department and Dallas Fire Rescue worked on projects that were implemented by an employee who no longer works for the city. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/16/2025, a complaint was received from an individual alleging a city official failed to interview the complainant for an unspecified job. This complaint lacks sufficient details to investigate the allegation. Requests for more information were unanswered. The alleged conduct is not a violation of the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/19/2025, an anonymous complaint was received from a city employee alleging a city official violated standards of civility at a public meeting. After a preliminary investigation that included examination of the video-recorded meeting, OIG determined the conduct alleged is not a violation of the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/20/2025, an anonymous complaint was received from a city employee alleging a coworker failed to follow department policy regarding clock-in procedures. This complaint was referred to department management. REFERRED TO DEPT/CODE COMPLIANCE SERVICES

On 8/20/2025, a complaint was received from a city employee alleging coworkers accepted dogs from outside the city into a city animal shelter after they were seized by Dallas Police officers who served a warrant at an unknown location and suspected the dogs were victims of animal cruelty. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/20/2025, A complaint was received from an individual expressing dissatisfaction after code enforcement staff inspected a property to determine whether it was being operated as a short-term rental or boarding home. The complaint did not allege a violation of the Ethics Code, and none was identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/20/2025, a complaint was received from an individual alleging dissatisfaction after code enforcement employees inspected a boarding home facility operated by the complainant. This is a duplicate complaint. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/21/2025, a complaint was received from an individual alleging fraudulent billing practices at a local motel. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/23/2025, an anonymous complaint was received from an individual alleging a city employee drank alcohol while driving a city vehicle. This complaint was referred to department management, which conducted a thorough investigation of the vehicle and its drivers over a 30-day period to include the date of the alleged violation. The department was unable to substantiate the allegation. REFERRED TO DEPT/DALLAS WATER UTILITIES

On 8/23/2025, an anonymous complaint was received from a city employee alleging a supervisor did not follow policy regarding sick leave. This complaint was referred to department management. REFERRED TO DEPT/LIBRARY

On 8/23/2025, a complaint was received from an individual alleging dissatisfaction with an unspecified civil matter at a Dallas County Justice of the Peace Court. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/24/2025, a complaint was received from a city employee alleging dissatisfaction with the outcomes of two grievances she filed with Human Resources. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/25/2025, a complaint was received from an individual alleging an unknown individual tried to obtain care for animals at the Society for the Prevention of Cruelty to Animals. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 6/26/2025, an anonymous complaint was received alleging a city official had a conflict of interest related to the city official's business and a local nonprofit organization. After an investigation, the OIG was unable to substantiate the allegation. UNSUBSTANTIATED

On 8/16/2025, an anonymous complaint was received from an individual alleging a city employee improperly received a gift from a resident. After an investigation, OIG was unable to substantiate the allegation. City employees are permitted to receive small items of nominal value on a one-time basis and are not required to report them under Section 12A-42 of the city's code of ethics. UNSUBSTANTIATED

On 8/18/2025, an anonymous complaint was received from an individual alleging favoritism by a supervisor at a local business. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/19/2025, a complaint was received from an individual alleging secondhand knowledge that unknown city of Dallas employees accepted cash bribes from unknown developers in exchange for unknown contracts with the city. This complaint lacks specific details to investigate the allegation. Requests for more information were unanswered. NO FULL-SCALE INVESTIGATION NECESSARY

On 8/26/2025, an anonymous complaint was received from an individual alleging an unknown individual failed to deliver a check to the complainant. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/29/2025, a complaint was received from an individual alleging inability to register his car due to identity theft. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/29/2025, an anonymous complaint was received from an individual alleging unknown individuals littered in the parking lot of an Irving movie theater. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 9/1/2025, an anonymous complaint was received from an individual alleging a city official provided foster care to dogs at the city official's home, in violation of city code. This complaint was referred to the Assistant City Manager overseeing Code Compliance and Dallas Animal Services. REFERRED TO DEPT/ASSISTANT CITY MANAGER

On 9/3/2025, a complaint was received from an individual alleging (1) falsification of building permits in 2022 by unknown individuals and (2) delays and missing documents within the city's new online permit system, Dallas NOW. Regarding allegation (1), OIG may not investigate ethics allegations that occurred more than one year before the date of the filing of a complaint, and OIG determined the allegation was not credible. Regarding allegation (2), this complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/4/2025, an anonymous complaint was received from a city employee alleging a city official violated standards of civility at a public meeting. This is a duplicate complaint. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/5/2025, an anonymous complaint was received from a resident alleging unfair towing of the complainant's car from a local apartment complex. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 8/12/2025, an anonymous complaint was received alleging a business owner used city water without paying for it. This is a duplicate complaint. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/9/2025, an anonymous complaint was received alleging a business owner used city water without paying for it. This is a duplicate complaint. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/9/2025, a complaint was received from an individual alleging deed fraud in 2013 in the city of Plano. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 9/10/2025, an anonymous complaint was received from an individual alleging unknown employees failed to hang President Trump's photo on the wall at a Fort Worth Social Security Administration building. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 9/10/2025, a complaint was received from a city employee alleging a supervisor made inappropriate comments directed at the complainant. This complaint was referred to department management. REFERRED TO DEPT/CODE COMPLIANCE SERVICES

On 9/12/2025, a complaint was received from a resident alleging that her home, constructed in 2017, was not built in compliance with building codes, yet city employees improperly approved the construction during inspection. OIG may not investigate ethics allegations that occurred more than one year before the date of the filing of a complaint. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/15/2025, an anonymous complaint was received from a city employee alleging bullying by a coworker. This complaint was referred to department management. REFERRED TO DEPT/EQUIPMENT & FLEET MANAGEMENT

On 10/9/2024, a complaint was received from a city official alleging violation of policy regarding the administration of grant money received by the city. After an investigation, OIG was unable to substantiate the allegation. UNSUBSTANTIATED

On 12/31/2024, a complaint was received from an individual alleging his passport was stolen in the mail. This complaint is not related to the city of Dallas. NOT RELATED TO THE CITY

On 6/30/2025, a complaint was received from a city employee alleging a city official publicly discussed on social media items that were previously discussed in a public meeting. After a preliminary investigation, OIG determined the allegation is not a violation of the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/3/2025, an anonymous complaint was received from an individual alleging unknown city employees left trash on private property at an unknown address. This complaint lacks specific details to investigate the allegation. Requests for more information were unanswered. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/15/2025, an anonymous complaint was received from a resident alleging unfair issuance of a code enforcement citation. This complaint does not allege an ethics code violation, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY

On 9/17/2025, a complaint was received from a resident alleging dissatisfaction regarding his application to a 2020 city program offering lead-based paint removal to residents. This complaint was referred to department management. REFERRED TO DEPT/OFFICE OF HOUSING & COMMUNITY EMPOWERMENT

On 9/19/2025, an anonymous complaint was received from a resident alleging failure to address alleged code violations regarding dilapidated alleyways and homes, after repeated requests for enforcement by the resident. This complaint was referred to department management. REFERRED TO DEPT/CODE COMPLIANCE SERVICES

On 9/22/2025, an anonymous complaint was received from a city employee alleging time theft by a coworker. This complaint was referred to department management. REFERRED TO DEPT/DALLAS ANIMAL SERVICES

On 9/22/2025, a complaint was received from a city employee alleging dissatisfaction with reassignment of the complainant's reporting structure and job duties. This is a duplicate complaint. The complainant previously filed grievances with Human Resources regarding this allegation, and OIG determined a concurrent investigation was not necessary. This complaint was referred to department management. REFERRED TO DEPT/HUMAN RESOURCES



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