

Hotline Update

1

**CITY OF ROANOKE
AUDIT COMMITTEE
SEPTEMBER 5, 2018**

Purpose of Hotline

2

- **To Provide Open Channels of Communication**
- **To Promote a Positive Work Environment**
- **To Foster a Culture of Integrity and Ethical Decision Making**

Closed Investigations

3

TYPE	ALLEGATION(S)	RESULT
Employee Time Abuse #17-310	Concern that an employee was absent from work over a two-day period without submitting the required leave requests. Email records indicated work activity throughout the course of both days. Additionally, management confirmed that the employee was away from the office attending a City sponsored event on one of the days in question.	Unsubstantiated
Violation of Policy #17-311	Employee alleged harassment as a result of taking time off related to a medical issue as provided for under the Family Medical Leave Act [FMLA]. We found the employee had been approved for intermittent FMLA with the required medical documentation on file. Based on FMLA regulations, we concluded management was entitled to receive the additional documentation it had periodically requested.	Unsubstantiated

Closed Investigations

4

TYPE	ALLEGATION(S)	RESULT
Employee Time Abuse #18-302	<p>Report alleging an employee was off work for an extended period of time without submitting the required leave requests. We reviewed the employee's leave requests and met with Human Resources to confirm required FMLA documentation was on file.</p> <p>The time off was granted, approved and charged to the employee's leave balances in adherence with the City's personnel operating procedures.</p>	Unsubstantiated
Substance Abuse #18-310; 19-302	Concerns alleging illegal drug activity by private citizens. No City employees were implicated. These reports were forwarded to the Roanoke Police Department for investigation. [2 reports]	Other

Closed Investigations

5

TYPE	ALLEGATION(S)	RESULT
Abuse of Authority #18-311	<p>Report alleging a code inspector was abusing his /her authority based on the types of citations being issued and the area being targeted.</p> <p>Based on an extensive analysis of citation history for all inspection zones and inspectors, there was no evidence of targeting by the inspector in question. The inspector had complied with all departmental procedures, had no complaints on file, and had been consistently evaluated by management as a high performer.</p>	Unsubstantiated
Fraud 18-312	<p>Report alleging that a participant in the Supplemental Nutrition Assistance Program had lied on his/ her application and is currently receiving benefits to which he/ she is not entitled.</p> <p>No city employees were implicated in this report. We have forwarded the report to the Human Services Fraud Investigation Unit.</p>	Other

Closed Investigations

6

TYPE	ALLEGATION(S)	RESULT
Abuse of Authority 18-313	<p>Complaint alleging that a Valley Metro driver was verbally abusive to and discriminating against a disabled customer.</p> <p>Based on audio and video footage from the bus for the days on which the alleged incidents occurred, the driver took no actions that could be characterized as discriminatory. One rider's conduct towards the driver was unusual and evolved to being slightly hostile on the rider's part. This appeared to be the basis of the complaint.</p>	Unsubstantiated

End of Update