



Richmond City Council

The Voice of the People

Richmond, Virginia

Office of the Inspector General

August 3, 2021

Mr. Lincoln Saunders
Acting Chief Administrative Officer
City of Richmond

The Office of the Inspector General (OIG) has completed an investigation within the Department of Public Works. This report presents the results of the investigation.

Allegation

The Office of the Inspector General received a complaint from an anonymous individual alleging a City of Richmond employee had driven to a convenience store in a City of Richmond vehicle, went inside and played video skill games for an extended period of time while working on several occasions.

Legal and City Policy Requirements

- 1) In accordance with the Code of Virginia §15.2-2511.2, the Inspector General is required to investigate all allegations of fraud, waste and abuse.
- 2) Personnel Rule 6.13 Unauthorized Absence - An unauthorized absence from duty during required hours of attendance shall be treated as a leave without pay. Such absence may be the grounds for disciplinary action including dismissal. Where there are extenuating circumstances for the unauthorized absence, the Appointing Authority or designee, has the discretion to authorize the absence with a later grant of leave.
- 3) Administrative Regulation 6.12 Motor Pool and City Vehicle Usage Section IV Operating Boundaries 1. City vehicles are provided for use within the corporate limits of the City of Richmond. Authorized Use 2. No personal use of City-owned vehicles is allowed.
- 4) Code of the City of Richmond 27-200 Spaces reserved for persons with disabilities.

Findings

The investigator identified the employee as a Maintenance Technician II assigned to the Department of Public Works. The employee works independently doing various assignments for the Department of Public Works. The investigator conducted surveillance of the convenience store on numerous occasions and observed the subject

employee arrive at the location in a City of Richmond vehicle, wearing a City of Richmond uniform, enter the convenience store and stay for an extended period of time. On one occasion the city vehicle was at the location when the investigator arrived. During the investigation the investigator entered the convenience store on several occasions and verified the employee was playing the video skill games. The investigator observed the employee park the city vehicle in a handicap parking space on three occasions.

The investigator interviewed the subject employee who initially denied the allegation. When confronted with additional information the subject employee admitted to playing the skill games during his/her lunch break. The investigator confronted the subject employee with more information and eventually the subject employee admitted to playing the skill games not only at the convenience store where he/she was observed, but also at another convenience store located within the City of Richmond. The subject employee also admitted going to a repair shop in Henrico County for his/her personal string trimmer. The occurrences of abused time are represented in the chart below:

Date	Arrived	Departed	Time	Location
6/11/2021	8:51	9:31	40 MINS	convenience store #1
6/14/2021	8:30	9:37	67 MINS	convenience store #1
6/21/2021	11:43	2:32	169 MINS	convenience store #1
6/23/2021	11:09	1:05	116 MINS	convenience store #1
6/24/2021	8:42	10:36	114 Mins	convenience store #1
6/28/2021	7:58	10:09	131 MINS	convenience store #1
6/28/2021	11:49	12:07	18 MINS	convenience store #2
6/29/2021	10:06	11:39	93 MINS	convenience store #1
6/30/2021	10:23	11:11	37 MINS	repair shop/Henrico
Total MINS			785	
Total Hours			13.08	

When asked about parking in the handicap parking spot, the employee said he thought the handicap spot was the next space over with the diagonal lines through the parking space.

Conclusion

After completing the investigation, it is concluded that the subject employee did violate City of Richmond Personnel Rules regarding unauthorized absences, City of Richmond Administrative Regulations regarding use of city-owned vehicles, and the Code of the City of Richmond regarding parking in a handicap spot.

Recommendation

The Department of Public Works take appropriate disciplinary action for the subject employee for violation of City of Richmond Personnel Rule 6.3 Unauthorized Absence, Administrative Regulation 6.12 City Vehicle Usage and Code of the City of Richmond 27-200 Disabled Parking.

Should you have any questions, please contact me at extension 1840.

Submitted,



James Osuna
Inspector General

Cc: Robert Steidel, DCAO of Operations
Bobby Vincent, Director of Public Works
Honorable Members of City Council