

MEMORANDUM

TO: RICHARD MCGUIRE, EXECUTIVE DIRECTOR  
 FROM: *Jrc* JULIE CARROLL, ASST. DIRECTOR OF ADMIN  
 DATE: JANUARY 8, 2020  
 RE: INTERNAL INVESTIGATIONS SUMMARY FOR 2019  
 (1.4.11)

Pursuant to Division 1 Section 6.5 (I) of the District's Human Resources Manual, this memo will serve as our yearly statistical report on Organizational Integrity Investigations.

Year	Unfounded	Exonerated	Inconclusive	Sustained
2009	8	1	0	13
2010	0	0	0	1
2011	2	0	0	1
2012	2	1	0	2
2013	1	0	0	3
2014	1	0	2	2
2015	0	0	1	0
2016	1	0	0	0
2017	0	0	0	1
2018	0	0	0	1
2019	0	0	1	1

In 2019, the Communications District investigated two complaints; one internal and one external.

The internal complaint was filed by an employee against a Shift Supervisor for conduct unbecoming and sexual harassment. After interviewing all employees involved, with the exception of the Shift Supervisor who resigned during the investigation, the complaint was Inconclusive.

The external complaint was filed by a Fire Chief for failing to notify his department (ref #19-1008-0303, 0306, 313, 0329) All employees were interviewed and the complaint was determined to be Sustained and a written reprimand was issued to the dispatcher involved.



Upon reviewing complaints filed in 2019 for patterns or trends that could indicate program effectiveness, training needs, equipment upgrade needs and /or policy modification needs, it was determined that no changes in policy was needed. In the complaint of conduct unbecoming of a supervisor, the supervisor received disciplinary action and counseled on procedures and performance expectations.

/jrc