





MEMORANDUM

TO: RICHARD MCGUIRE, EXECUTIVE DIRECTOR 

FROM: NICOLE GUIDRY, ASSISTANT DIRECTOR 

DATE: JANUARY 8, 2021

RE: INTERNAL INVESTIGATIONS SUMMARY FOR 2020
 (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
2020	1	0	0	1



In 2020, the Communications District investigated two complaints; both internal.

The first internal complaint was filed by an employee against a Shift Supervisor for conduct unbecoming and prejudicial comments. The complainant could not remember the exact comments nor the date/time they were said when asked about the comments, nevertheless, all employees involved were interviewed. Ultimately the complaint was Unfounded.

The second internal complaint was filed by an employee who was not contacted for an overtime opportunity. The Shift Supervisor was interviewed, and the complaint was determined to be Sustained. A written reprimand was issued to the Shift Supervisor involved.



Upon reviewing complaints filed in 2020 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 was counseled on procedures and performance expectations.

/nrg