

Brief Summary of Outside Investigation into Community Services Department, Steps Taken

The City has received several inquiries about the investigation involving employees in the City's Community Services Department. Since some of the questions are based on misinformation being spread throughout the community and in the media, we wanted to provide a summary of the facts. The details of the process, the outside investigation, the results, the allegations and the timeline are available in the [five-page news release](#) issued Wednesday. Key facts include:

- *This was an independent investigation, triggered by internal complaints about mismanagement and failure to follow City policies within the Community Services Department.*
- *Because of the severity of the complaints, and to ensure a fair and impartial process for all those involved, the City initiated an investigation through an outside, impartial investigator.*
- *Hiring an unbiased, third-party investigator to conduct the investigation prevented politics or any other outside interests from influencing the process or outcome of the investigation. The City Manager and City Council were not directly involved in the investigation.*
- *The investigation took four months because of the complexity of the issues.*
- *The investigator reviewed hundreds of documents from the past three years, identified those that violated codes and laws, interviewed 20 witnesses, compiled the results and submitted their 206-page report to the City Attorney.*
- *The employees under investigation were extensively interviewed and given the opportunity to review information under consideration by the investigator (i.e. permit applications, credit card reports, payroll records, and other documents), and provide explanations and any additional documentation that they wanted the investigator to consider.*
- *The outside investigation substantiated 19 of 21 allegations against the two employees.*
- *The investigation uncovered nearly \$200,000 in misused funds, falsified payroll records and use of a City credit card for personal use by employees within the department.*
- *Based on the findings of the investigation, the City took immediate action to terminate the employees and begin working on changes to the Community Services Department.*
- *It has been asserted by Pat Vergne's attorney, and others in the community, that some of the activity that ultimately led to the termination of employees the Community Services Department was common practice and known by City management. This claim is false. There are clear City policies and procedures in place that were not followed by the employees that were terminated.*

- *The City has initiated the process to turn over all evidence collected during the investigation to the Sheriff's Department and District Attorney's office for further review.*
- *At a closed session meeting on August 22, 2017, the City Council unanimously agreed that the investigation into this matter was undertaken with the utmost professionalism by staff.*