



COUNTY OF VENTURA

AUDITOR-CONTROLLER

Employee Fraud Hotline Report *Update #22* For the Period January through June 2012

Three ways to contact the Hotline:

Call:
(805) 644-6019



Write:
Employee Fraud Hotline
Ventura County Auditor-Controller
Administration Building L#1540
800 South Victoria Avenue
Ventura, CA 93009

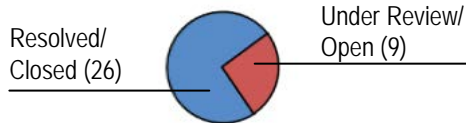
E-Mail*:
Fraud.Hotline@ventura.org
* E-mail is not confidential.

I am pleased to present the Semi-Annual Report of the Employee Fraud Hotline for the period January through June 2012. The Employee Fraud Hotline was established as an avenue to report fraud, waste, and abuse occurring at the County of Ventura. I encourage employees to resolve concerns through their normal administrative channels whenever possible. However, the Employee Fraud Hotline provides an alternative reporting mechanism to ensure that concerns about possible wrongdoing in our County government are properly addressed. This report reflects information provided to the Board of Supervisors on July 24, 2012.

Christine L. Cohen
Auditor-Controller

Hotline Activity at a Glance . . . During January through June 2012, the Employee Fraud Hotline received 35 new complaints of improper activity, of which we pursued 22 (63%). Thirteen of the new issues were not pursued because the complainants were redirected to other hotlines or other appropriate agencies.

As of June 30, 2012, most of the 35 new issues have been resolved/closed:



During January through June 2012, we resolved/closed a total of 45 Hotline issues out of the 56 total complaints that were under review/open (35 new complaints and 21 complaints from prior periods):

Summary Outcomes of 45 Hotline Issues Resolved/Closed during January-June 2012

| | |
|---|----|
| Substantiated (see description below) | 7 |
| Unsubstantiated | 23 |
| Redirected to Other Hotlines/Agencies | 13 |
| Insufficient Information | 2 |

For most of the 35 new issues, the complainants chose to remain anonymous:

| | |
|-------------------------|-----|
| Anonymous | 75% |
| Not Anonymous | 25% |

DESCRIPTION OF SUBSTANTIATED COMPLAINTS

- Questionable Authorization of Outside Employment.** A department approved an employee's outside employment without adequate conditions included in the authorization form. The department agreed to update the form with additional conditions, including potential dismissal of the employee.
- Cyber Stalking and Harassment.** An employee used the County email system during work hours to send inappropriate emails of a stalking and harassing nature. Upon validating the complaint, the department immediately revoked the employee's computer access and terminated the employee.
- Time Abuse.** An employee frequently arrived to work late and took extended lunches without reporting the time off. The employee was counseled and the department improved the monitoring of staff.
- Time Abuse.** An employee spent inappropriate time on the Internet for personal purposes during work hours. The employee was counseled and relevant policies were reviewed with all employees at the facility.
- Inappropriate Personnel Practices.** Departmental supervisors inappropriately required employees to take a certification exam when not a condition of employment. The department discontinued the requirement and removed reference to the exam from the goals included in employee performance evaluations.
- Time Abuse.** Two employees abused work hours by engaging in personal phone calls. The employees were counseled and the department improved the monitoring of staff.
- Improper Solicitation.** An employee improperly solicited to sell items for private gain at County facilities. The employee was directed to cease the reported activity.