

**WRITTEN DECISION
CONCERNING THE COMPLAINT AGAINST
Alandrea Gormer, Crew Leader-DWU**

On December 13, 2023, the Inspector General Division filed an ethics complaint with the City Secretary's Office against Alandrea Gormer, former employee, Sanitation Department alleging four violations of Chapter 12A, "Code of Ethics," of the Dallas City Code.

Alandrea Gormer was a cashier in the Sanitation Department, working at the McCommas Bluff landfill. Her job duties included processing payments for customers seeking to dump items at the McCommas Bluff landfill. Alandrea Gormer stole money from the City of Dallas. On the first occasion, Ms. Gormer waved a customer through without paying, thereby depriving the city of an opportunity to collect payment. On two subsequent occasions, Ms. Gormer stole cash from the register and placed it into her pocket. All three incidents were recorded on video.

More specifically, she stole money between April 8, 2023, through and including June 8, 2023.

- April 8, 2023: Ms. Gormer violated established procedures by waving a customer through without charging them for the load and without requiring them to stop and weigh the load and check their credentials.
- April 11, 2023: Ms. Gormer received several one-hundred-dollar bills from a customer. She should have typed the information into the waste works system and clicked to submit the transaction thereby resulting in the printing of a receipt. Instead, she typed the information into the system without clicking to submit the transaction resulting in the transaction NOT being recorded in the system. This unrecorded sale should have resulted in the cash drawer being over several hundred dollars. However, before the shift was over, she stole the excess cash by placing it into her pocket and then deleting the unsubmitted window on her computer. The transaction and subsequent theft were captured on videotape.
- June 8, 2023: Ms. Gormer received two one-hundred-dollar bills and additional cash in smaller denominations from a customer. She should have typed the information into the waste works system and clicked to submit the transaction thereby resulting in the printing of a receipt. Instead, she typed the information into the system without clicking to submit the transaction resulting in the transaction NOT being recorded in the system. This unrecorded sale should have resulted in the cash drawer being over at least two hundred dollars. However, before the shift was over, she stole the excess cash by placing it into her pocket and then deleting the unsubmitted window on her computer. The transaction and subsequent theft were captured on videotape.

Due to the time-intensive nature of viewing all videos for every shift of this employee, and because the videos are not archived indefinitely, these incidents may not represent the totality of incidents involving Ms. Gormer.

A panel of the Ethics Advisory Commission (“Panel”) met on February 22, 2024 at 9:30 a.m. in the Council Chambers (1500 Marilla). The Panel consisted of Commissioners Thomas Perkins (EAC Chair and Panel Chair), Nicholas Rodriguez, Jennifer Stobaugh, Howard Rubin, and Jadd Masso. The panel determined, based upon the evidence submitted, that it was proven by a preponderance of the evidence that violations of the Code of Ethics occurred in connection to all four of the allegations. For the four violations, the Panel recommended the sanctions of resolution of censure and referral for damages. Because Ms. Gormer is a former city employee, the city council will make the final determination on sanctions in accordance with Section 12A-58(f).

ALLEGATION NO. 1

Sec.12A-3: A city employee, in the performance of his or her official duties, shall fulfill his or her fiduciary duty to the city.

Motion: Section 12A-3 was violated.

Maker: Masso
Second: Stobaugh

The motion: Passes unanimously.

Voting Aye: Perkins, Rodriguez, Stobaugh, Rubin, Masso

ALLEGATION NO. 2

Sec.12A-4(a)(1): City employees shall, when acting in the performance of their official duties, conduct themselves and operate with integrity and in a manner that merits trust and support of the public.

Motion: Section 12A-4(a)(1) was violated.

Maker: Stobaugh
Second: Rodriguez

The motion: Passes unanimously.

Voting Aye: Perkins, Rodriguez, Stobaugh, Rubin, Masso

ALLEGATION NO. 3

Sec.12A-4(a)(5): City employees shall, when acting in the performance of their official duties, take no actions that could benefit the employee personally, or his or her relative, to the detriment of the city, avoiding even the appearance of a conflict of interest, and always exercise good judgment.

Motion: Section 12A-4(a)(5) was violated.

Maker: Rubin
Second: Masso

The motion: Passes unanimously.

Voting Aye: Perkins, Rodriguez, Stobaugh, Rubin, Masso

ALLEGATION NO. 4

Sec.12A-4(a)(6): City employees shall, when acting in the performance of their official duties, carefully consider the public perception of personal and professional actions and the effect such actions could have, positively or negatively, on the city's reputation both in the community and elsewhere.

Motion: Section 12A-4(a)(6) was violated.

Maker: Rodriguz
Second: Rubin

The motion: Passes unanimously.

Voting Aye: Perkins, Rodriguez, Stobaugh, Rubin, Masso

The Panel, in accordance with Section 12A-59(e) of the Code of Ethics, recommend the city council impose the sanctions of resolution of censure and referral for damages (Sections 12A-59(e)(5) and (9)).