

Memorandum



CITY OF DALLAS

DATE February 13, 2026

TO Honorable Members of the Ad Hoc Administrative Affairs Committee: Jesse Moreno (Chair); Laura Cadena; Maxie Johnson; Cara Mendelsohn; Kathy Stewart

SUBJECT **OIG Reporting**

The mission of the Office of Inspector General (OIG) is to defend the city against unethical behavior by investigating complaints and promoting ethics. The Inspector General is the independent investigative authority regarding misconduct involving fraud, corruption, ethics, waste, and abuse.

To show accountability to this mission, the OIG provides routine public reporting. The OIG is required to issue quarterly reports, and the office also publishes monthly reports to provide more timely visibility into office activity and key developments. Both report types are available on the OIG website.

In addition to regular reporting, OIG is developing two targeted reporting tools to help leadership respond to risk and strengthen operations: Management Advisories and Management Alerts. Management Advisories focus on identifying gaps discovered in the investigation process that, because of the risk, need to be formally addressed by other city departments. Management Alerts identify imminent threats to people or resources. These public facing reports will focus on specific matters and provide clear, actionable information to support timely decision-making and corrective action where warranted.

The OIG released its most recent Quarterly Report on Friday, 2/7/26, and the office will continue to publish monthly and quarterly reports while advancing the Management Advisory and Management Alert formats to further improve clarity and usefulness.

For any questions or additional information, please contact me at baron.eliason@dallas.gov or (214) 288-5661.

A handwritten signature in blue ink that reads "Baron Eliason".

Baron Eliason
Inspector General (I)



Office of Inspector General

QUARTERLY REPORT- 1st QUARTER FY 2026

Baron Eliason, Inspector General (I)

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MESSAGE FROM THE INSPECTOR GENERAL

Dear City Leadership and Members of the Public,

I am pleased to present the Office of Inspector General’s Quarterly Report for Fiscal Year 2026, Quarter 1 (October–December 2025). This report summarizes the OIG’s work to strengthen integrity, promote accountability, and support the responsible stewardship of City resources through impartial oversight, timely review of complaints, and prevention-focused education.

As I complete my first three months in this role, I have met with City leaders at all levels and have been impressed by the insight, recommendations, and shared concern across the organization for the OIG to succeed. This quarter has been marked by a dual focus: continuing to do the work—receiving and addressing complaints across a range of allegation types—while also getting the Office “ship-shape” so our processes, tools, and expectations support consistent, credible oversight. A key part of that effort is strengthening capacity, including filling two vacant investigator positions to ensure we can meet demand and maintain timely, fair, and thorough work.

The quarter reflected sustained demand for OIG services. In addition to case activity, we continued work to strengthen the systems and practices that support effective oversight, including improvements to reporting clarity and coordination with key City partners—while maintaining the confidentiality and fairness required for credible investigations.

This quarterly report also includes several new features designed to enhance transparency and usability. First, we expanded our case synopses to make the allegations and outcomes easier to understand. Second, we organized synopses by outcome so readers can more quickly locate matters of interest. Third, we separated cases referred to law enforcement into their own section to provide additional clarity regarding those referrals. In the next quarterly report, we plan to include information on the time spent and type of casework involved in each matter.

Our goal is to provide insight that helps City leaders identify risk early, correct problems constructively, and reinforce public trust. I appreciate the cooperation of City employees and departments who support this work, and I encourage anyone with information related to fraud, waste, abuse, or ethical concerns to report it through the Whistle Hotline.

Thank you for your attention and continued commitment to integrity in public service.

Baron Eliason

Baron Eliason
Inspector General I)



EXECUTIVE SUMMARY OF OIG Q1 ACHIEVEMENTS

- **Steady oversight:** New complaints and closures stayed active across the quarter (Oct **47 new / 35 closed**; Nov **29 new / 29 closed**; Dec **40 new / 35 closed**). Search completed for two unfilled investigator slots. Positions will begin in January.
- **Training scaled sharply by December:** Trainings held in each month (Oct **10**, Nov **9**, Dec **9**) with participation rising from **304** (Oct) and **298** (Nov) to **634** (Dec).
- **“Ethics Week” served as a visibility + culture anchor in November**, including City Hall events and recognition of employees.
- **Proactive oversight tool-building advanced:** a draft Management Advisory procedure was developed and discussed with City leadership and is in development.
- **Modernization work continued:** the pursuit of a suitable case-management solution continued in partnership with Information Technology, and system continuity planning occurred. Meanwhile, development of an ad hoc case management system was a key project for the IG(I) to develop.
- **Transparency work tightened:** weekly coordination meetings began with the City Secretary’s Office to align reporting systems and expectations.
- **External coordination remained active**, including ongoing coordination with DPD Internal Affairs, PIU, and other stakeholders.
- **December emphasized “system readiness,”** including tools (GPS software access), and staffing actions (CAF and investigator recruitment steps).

“Management Advisories will help leaders see risk early—before problems become crises.”

“Integrity is not just a rulebook—it’s a shared responsibility across City government.”



PUTTING THE PIECES TOGETHER

The throughline for the quarter is capacity-building that keeps day-to-day oversight moving while improving the City’s ability to prevent and surface integrity risks early—through training, clearer systems, and proactive tools.

FY Q1 (Oct–Dec 2025) reflected a quarter of operational stabilization and visible public-integrity service while the office continued a structural transition. October’s report describes the month as largely devoted to assessing operational needs as the transition from the former Inspector General Division (IGD) to the Office of Inspector General (OIG) continued. Major effort has gone into development and implementation of an Ad Hoc case management system to bolster our own accountability, transparency, and effectiveness. Across the quarter, the OIG maintained complaint intake and closure activity, while also strengthening the systems and relationships needed for sustained oversight. Spoiler alert – the two unfilled investigator will fill in January.



Maintaining core oversight work while building capacity. Each month shows ongoing complaint intake and closure (Oct **47 new / 35 closed**; Nov **29 new / 29 closed**; Dec **40 new / 35 closed**). In parallel, the office continued evaluating case-management solutions and system alignment work so that investigations can be handled consistently, securely, and transparently.

Strengthening ethics culture through training and public engagement. Training remained consistent month-to-month, and participation increased significantly in December (304 and 298 participants in October/November, rising to 634 in December). November’s Ethics Week programming reinforced awareness and recognition of ethical leadership across City government.

Moving from reactive oversight to earlier risk visibility. The quarter includes documented progress toward a Management Advisory model,

including development of a draft SOP and discussions with City leadership and the Ad Hoc Committee on General Investigations and Ethics. This work complements the OIG's continuing coordination with operational partners (including DPD Internal Affairs) and reporting with the City Secretary's Office.

Management Advisories

A Management Advisory (Advisories) is a formal written communication from the OIG to a City department, division, or office to identify observed issues that may warrant internal administrative action, review, or corrective response.

Criteria for Management Advisories

OIG generates Advisories for a variety of reasons including but not limited to cases of:

- Abuse or waste
- Control weaknesses
- High risk of loss to City resources



Process

The process is modeled closely after existing audit procedures and will include working with the city controller's office, the city manager's office, and notice to the city council.

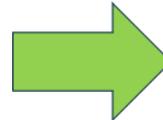
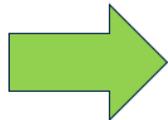
TELL ME ABOUT THE OIG

What we do:

The Office of the Inspector General (OIG) defends the City against unethical behavior by investigating complaints and promoting ethics. The complaints we investigate are ethics violations, waste, abuse, and crimes like corruption and fraud. Many complaints come to the OIG which are not in these categories and many of these are referred to management or law enforcement as appropriate. The result of this work is that integrity is protected, accountability is achieved, and transparency is upheld.

How complaints flow (high-level):

All complaints are reviewed upon receipt and routed based on the allegation type: ethical violations (Chapter 12A) are investigated for substantiation and may proceed to negotiation or hearing; abuse/waste cases focus on root causes and management recommendations; suspected fraud/criminal offenses must be referred to law enforcement (typically DPD Public Integrity Unit); other matters may be referred to appropriate departments (e.g., HR) or closed if unrelated to City business.



Complaints are primarily received via the Whistle Hotline, but also through other sources like news media, observed issues, and conversations.

Complaints are preliminarily investigated to determine the pathway it will take (next slide)

The results of the OIG's investigatory work are reported publicly in a variety of formats:

- Quarterly reports
- Management Advisories and Alerts (new)

Why do some investigations stop? Answer – three cases:



1. **Criminal conduct – OIG does not have law enforcement status or tools required to investigate criminal conduct**
2. **Conduct that is the subject of pending civil or criminal litigation (12A-47(b)(3))**
3. **Complaints filed against OIG staff (12A-46(c))**

OIG Partners and Pathways:

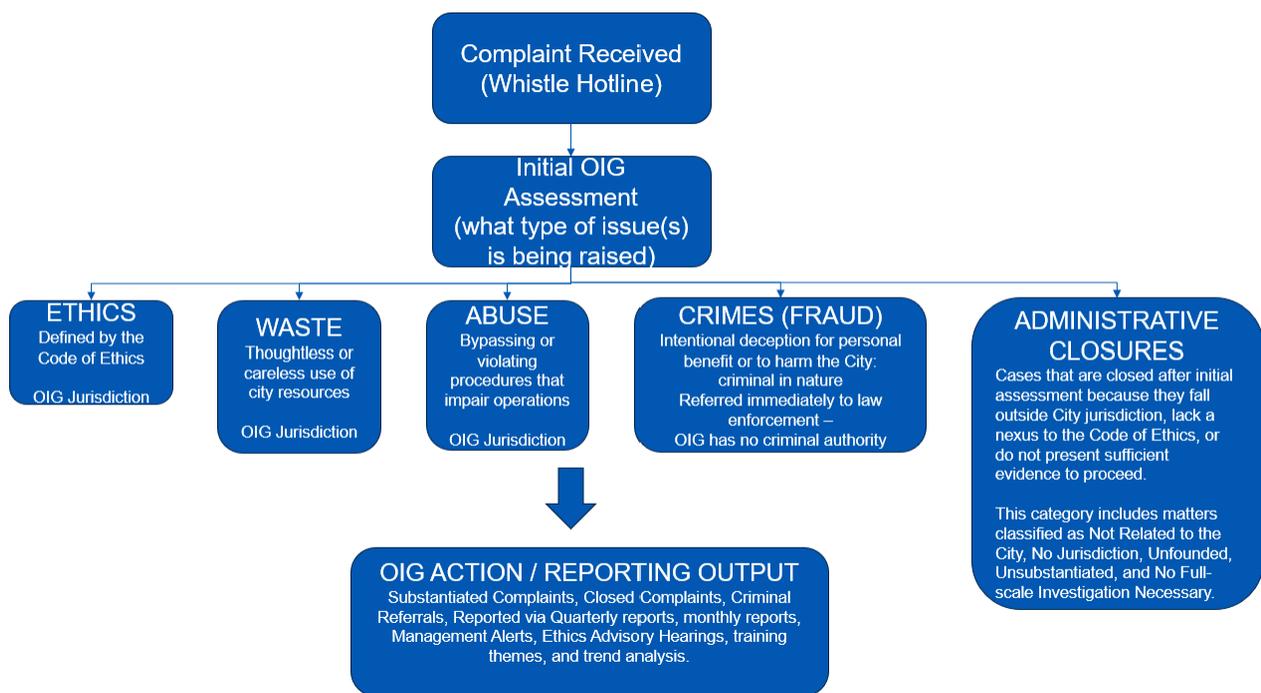
Ethics is a team sport – meaning we are stronger together. That means that we all have a role to play as employees, officials, people doing business with the city, and lobbyists. This team approach is reflected in the structure set up in the City for ethics – its not just left to the OIG. Here are the other bodies that also play a vital role:

- **City Council- 12A amendments, discipline, oversight of IG**
- **OIG- investigates complaints and promotes ethics**
- **Ethics Advisory Comm.- 12A hearings and recommendations to council**
- **City Attorney’s Office- advisor to officials, employees, and bodies**
- **City Secretary’s Office- chooses EAC panels, oversees filings/reporting**
- **Inspector General- investigative authority appointed by city council**
- **Chief Integrity Officer- train, advise, and promote ethics**

Additionally, the OIG has adopted the Principles and Standards for an Office of Inspector General, also known as the Green Book Standards – established by the Association of Inspectors General (AIG). The AIG, founded on October 26, 1996, is a national nonprofit membership organization for agencies and professionals in the inspector general community. The AIG promotes excellence in the inspector general community by establishing and encouraging adherence to office-wide and discipline-specific quality standards.

With that in mind, it is helpful to know the pathways of allegations that come to the OIG. The pathways are:

1. **Ethics violations** – a hearing before the Ethics Advisory Commission
2. **Fraud or other crime** – referral to law enforcement agency
3. **Abuse or Waste** – Management Advisories
4. **Management matters** – management referral
5. **None of the above** – closed, including cases that cannot be substantiated, are not related to the city, etc.



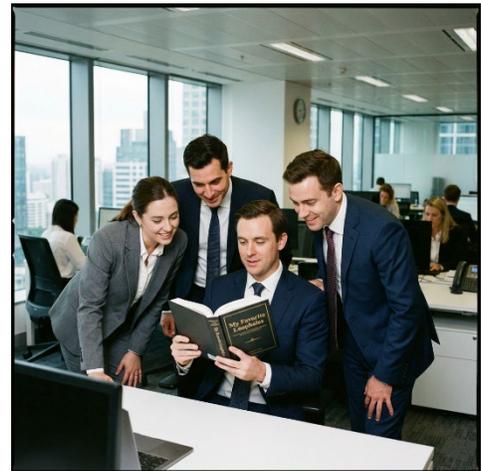
ETHICS ADVISORY COMMISSION WORKING GROUPS



As part of the City’s required review of the Code of Ethics (Chapter 12A), the Office of Inspector General (OIG) initiated a comprehensive review of 12A and began developing a set of proposed corrections and updates for Council consideration. This work is designed to ensure the Code remains clear, current, and workable in practice, and it is being developed in collaboration with key

stakeholders, including the City Attorney’s Office, the Council’s Ad Hoc Committee on General Investigating and Ethics, and the Ethics Advisory Commission (EAC) working groups.

To support that process, the OIG requested formation of an EAC working group to explore potential updates to Chapter 12A and create a structured pathway for recommendations to Council—drawing from insights and proposals raised by City leadership, the OIG, and community input. The working-group model will be presented to the EAC for approval followed by the formation of this group to begin the work.



Spoiler Alert: That happened in January and the first meeting will take place in mid-February in an open meetings format.

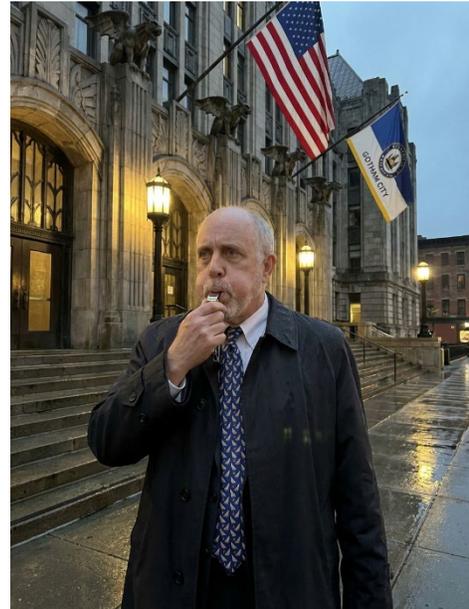


The starting point will be a list of 16 recommendations created by the Inspector General based on review of the Code, experience with the City, and input to date from various stakeholders. Once reviewed by the EAC, recommendations will flow to the Ad Hoc Committee for General Investigations and Ethics and then proceed to the Council for briefing and official action.

FILING A COMPLAINT

The Code of Ethics requires any person subject to the code to immediately report any conduct the person knows to be a violation of 12A to the inspector general.

Fraud, Waste, Abuse, Corruption, and Ethics Violations can be reported at:



The Whistle Hotline: (877) 860-1061(English and Spanish)

Weblink: <https://dallascityhall.com/departments/inspector-general>

The Whistle QR Code:



Mail: Office of Inspector General
1500 Marilla Street, 1BS
Dallas, TX 75201

SUMMARIZED COMPLETED INVESTIGATIONS

This quarterly report includes several new features designed to enhance transparency and make the data easier to use. Three key improvements were implemented this quarter: (1) more robust case synopses to help readers understand the nature of allegations and how matters were resolved; (2) organization of synopses by outcome so readers can more easily locate cases of interest; and (3) a separate section for matters referred to law enforcement to improve transparency regarding those referrals.

| Metrics and Outcomes | Q1-26 | Q1-25 | Avg. of all Quarters |
|---|--------------|--------------|-----------------------------|
| New cases | 116 | 80 | 88 |
| Closed cases | 111 | 96 | 87 |
| Ethics trainings | 32 | 23 | 21 |
| Ethics training attendees | 1496 | 1737 | 1065 |
| Integrity protected: Persons cleared¹ | 58 | 41 | 45 |
| Integrity protected: Management referrals² | 33 | 34 | 30 |
| Accountability achieved: Allegations substantiated³ | 0 | 2 | 1 |
| Accountability achieved: Gaps identified⁴ | 0 | --- | --- |
| Transparency upheld: Cases closed | 111 | 96 | 87 |
| Transparency upheld: Losses identified⁵ | --- | --- | --- |

¹ As the saying goes, innocent until proven guilty. This new category shows how people’s integrity has been protected because an allegation against them was confidentially investigated and they were cleared. Case outcomes that generate this number include unsubstantiated, unfounded, and no full-scale investigation necessary.

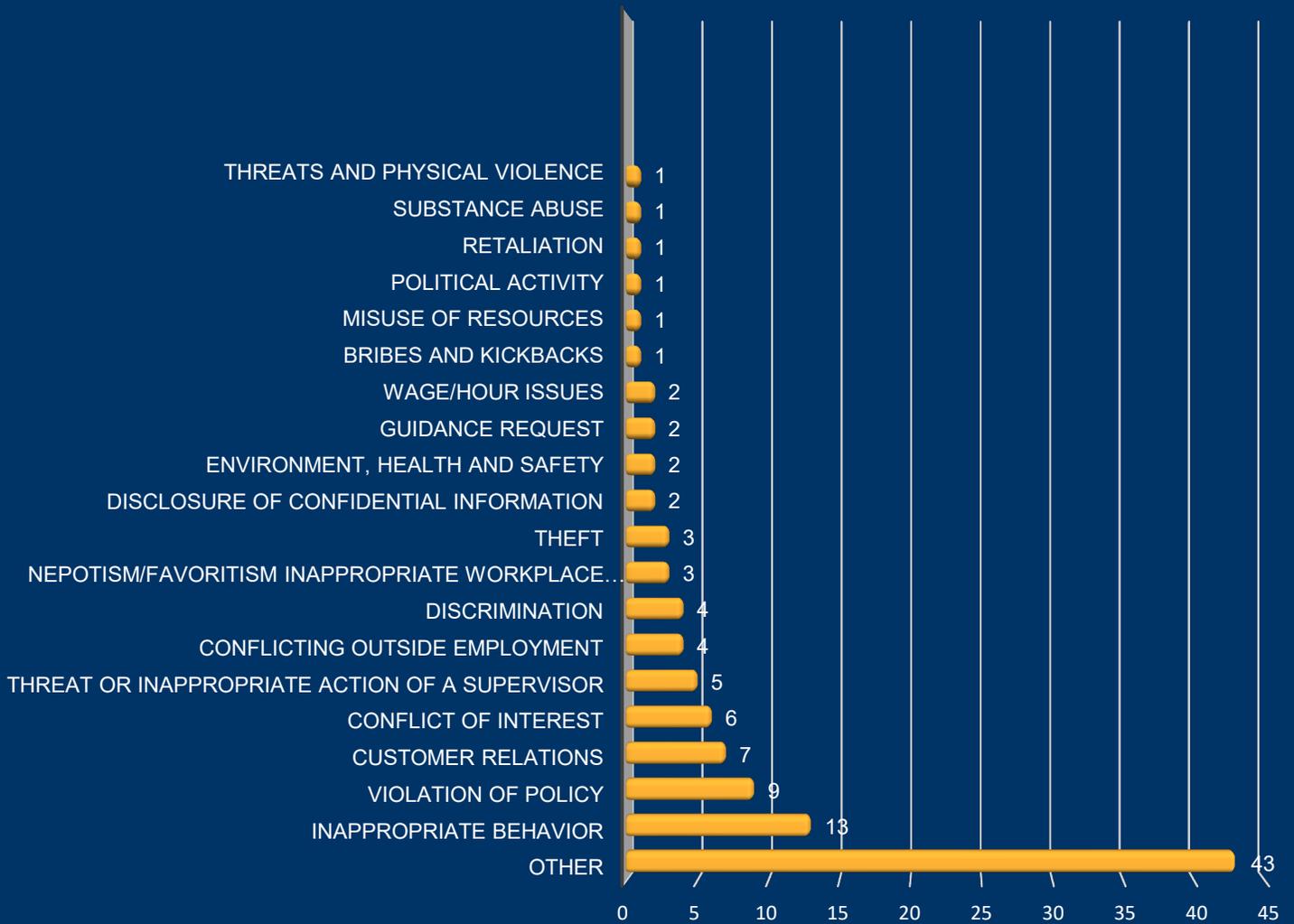
² When complaints come into the OIG, they often are real concerns that need addressing but they are more appropriately addressed by management. When these cases are collected and referred by the OIG, the integrity of the city is protected as the matter is brought to the attention of management. This number includes referrals to city management and to law enforcement agencies.

³ Achieving accountability by holding people accountable for ethical violations is a hallmark of any Office of Inspector General. When our office substantiates an allegation, that matter takes a step forward toward a hearing or other suitable outcome.

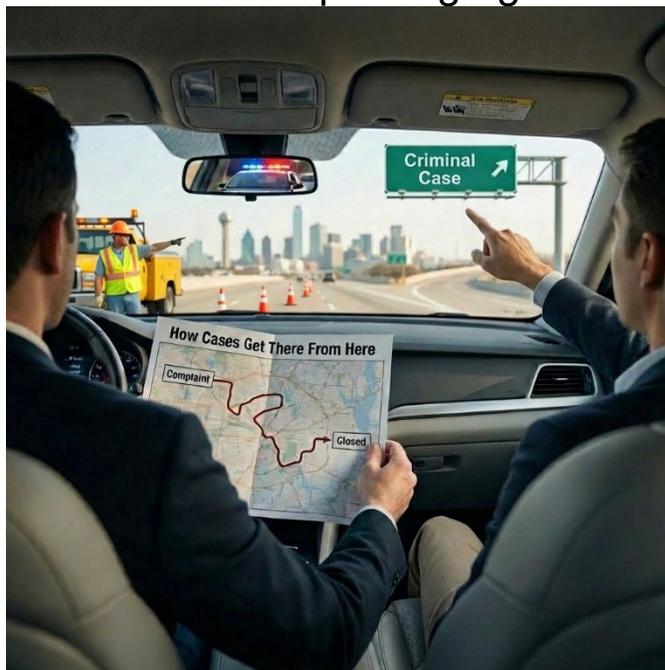
⁴ Achieving accountability when allegations of waste and abuse are discovered means working with management to address the issues uncovered. The OIG began building a systematic approach for this process during the quarter, and therefore it is included here, although the system will be implemented in the 2nd quarter.

⁵ Transparency includes letting the public know when resources have been lost, recovered, and prevented. This is also a new category that will be implemented in the 2nd quarter. New and past cases will be highlighted in that report as the new process for doing so is completed.

ISSUE TYPE SUMMARY - CLOSED COMPLAINTS



“Referred to Law Enforcement” matters are sent to policing agencies when the allegations involve potential criminal conduct, because the OIG does not have law-enforcement authority to investigate crimes. Most referrals are made to the **Dallas Police Department** with some sent to other agencies as appropriate. Allegations involving crimes connected to City operations are typically directed to the **DPD Public Integrity Unit (PIU – three cases)**, while other criminal matters are referred through DPD channels **(one case)**.



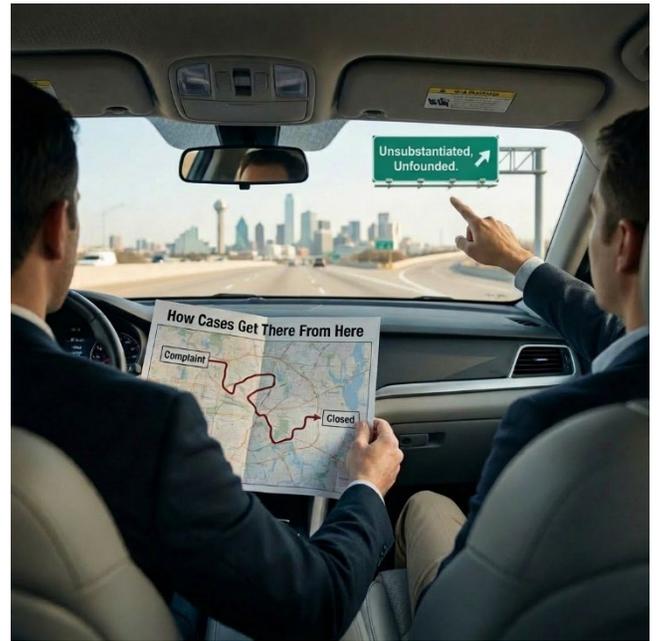
On 10/24/2025, an anonymous former employee alleged that supervisors tampered with personnel records due to a discrepancy in the date reflected on a probation extension letter issued during the former employee’s termination process. OIG referred the complaint to the Dallas Police Department’s Public Integrity Unit for review. REFERRED TO DEPT/DPD-PIU

On 11/25/2025, a property owner alleged that a code enforcement officer requested a bribe in exchange for dismissing a citation for an alleged code violation. OIG contacted the complainant, who was unable to confirm that the city employee directly requested money or anything of value in exchange for official action. Because the allegation involved potential criminal conduct, OIG referred the complaint to the Dallas Police Department’s Public Integrity Unit. The Public Integrity Unit’s investigation determined there was insufficient probable cause to establish that a criminal offense had occurred. Based on the investigation’s findings and the lack of corroborating evidence, OIG determined that no further action was warranted. OIG also notified Code Compliance Department management of the results of the Public Integrity Unit’s investigation. REFERRED TO DEPT/DPD-PIU

On 12/14/2025, an anonymous city employee alleged that a coworker threatened to fight the employee and told another coworker that she wanted to slap the employee. Because the allegation involved threats of assault made by a named city employee against another city employee and raised potential criminal concerns beyond the scope of the ethics code, OIG referred the complaint to the Dallas Police Department’s Public Integrity Unit for review. REFERRED TO DEPT/DPD-PIU

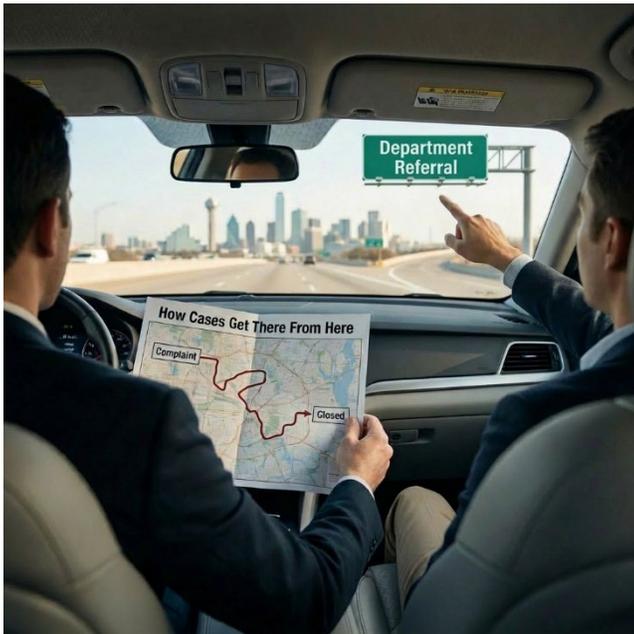
On 12/19/2025, an anonymous individual alleged that a resident tampered with a locked city water meter and used city water without payment. The complainant provided an address and a name associated with the alleged theft of water. Because the allegation involved potential criminal conduct, OIG referred the complaint to the Dallas Police Department. The Police Department’s review determined that the complainant had already notified Dallas Water Utilities that the complainant’s neighbor requested assistance in turning on a locked water meter. OIG also confirmed with Dallas Water Utilities that the resident’s water service had been restored after the resident made a payment through the city’s collections department. REFERRED TO DEPT/DPD

Unfounded and Unsubstantiated closures both reflect matters that were investigated but did not result in a substantiated violation. A case is **unsubstantiated (two cases)** when the available information does not provide enough credible evidence to determine whether a violation occurred, for example, when accounts conflict and there is no supporting documentation. A case is **unfounded (no cases)** when the investigation shows the allegation is not true, or the conduct—while it may have occurred—does not violate applicable rules—for example, records confirm the event did not happen, or the action was permitted under policy.



On 1/31/2025, city official “A” alleged that city official “B” repeatedly disrupted a meet-and-greet event by threatening to report an attendee’s business for noncompliance with the Americans with Disabilities Act, in violation of the standards of civility set forth in the ethics code. OIG conducted an investigation that included interviews with multiple witnesses who attended the event. Based on this investigation, OIG was unable to obtain testimony or other evidence demonstrating that City Official “B” made abusive, belligerent, or threatening remarks, or otherwise engaged in conduct that violated the Ethics Code’s civility standards. UNSUBSTANTIATED

On 5/22/2025, an anonymous city employee alleged that a city official made derogatory remarks directed at city employees during a public meeting, in violation of the standards of civility set forth in the Ethics Code. OIG conducted an investigation that included viewing the video recording of the meeting. Based on this review, OIG determined that the city official’s comments were directed at the substance and completeness of a report prepared by city staff and focused on the absence of information relevant to the matter under discussion. The comments were delivered in a calm and professional manner and did not include abusive, belligerent, crude, derogatory, profane, slanderous, or threatening language, nor did they involve personal attacks on the character, integrity, or motives of city employees. Accordingly, OIG was unable to substantiate the allegation. UNSUBSTANTIATED



Referred to Department (29 cases) matters are routed to the appropriate City department—or, when applicable, an external agency—for review and any needed action. This pathway is used when the allegation is best addressed through an operational or administrative process outside the OIG’s investigative lane. For example, a workplace dispute may be referred to Human Resources for handling under applicable personnel policies and procedures.

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| <p>On 10/7/2025, a resident alleged unprofessional interactions from city code enforcement officers and that neighbors submitted unfounded complaints regarding unspecified code violations, potentially implicating the ethics code’s standards of behavior and respect toward the public. OIG referred the complaint to department management for review. REFERRED TO DEPT/CODE COMPLIANCE</p> |
| <p>On 10/8/2025, an anonymous resident alleged disrespectful treatment by a code enforcement officer during an interaction regarding parking violations at the resident’s home, potentially implicating the ethics code’s standards of behavior requiring integrity, respect, and courtesy toward the public. OIG referred the complaint to department management for review. REFERRED TO DEPT/CODE COMPLIANCE</p> |
| <p>On 11/13/2025, an anonymous resident alleged that code enforcement officers entered his backyard without permission. The resident provided an address related to the allegation. Because the complaint concerns field enforcement conduct and potential compliance with departmental policy rather than a potential violation of the ethics code, OIG referred the complaint to department management for review. REFERRED TO DEPT/CODE COMPLIANCE</p> |
| <p>On 12/6/2025, a resident alleged that multiple 311 complaints associated with a specific address were closed without intervention by code enforcement employees. OIG conducted a preliminary review for the year 2025 of all 311 complaints regarding the address provided by the complainant. The review showed that code enforcement officers issued multiple notices of violation and that the cited issues were subsequently abated. OIG shared these findings with Code Compliance Department management, which confirmed that several violations throughout the year had been cited and resolved by the homeowner. REFERRED TO DEPT/CODE COMPLIANCE</p> |
| <p>On 12/10/2025, an anonymous city employee alleged that a supervisor engaged in favoritism when assigning overtime opportunities. Because the allegation concerns internal scheduling and management practices, OIG referred the complaint to department management for review. REFERRED TO DEPT/COURT & DETENTION SERVICES</p> |
| <p>On 12/22/2025, an anonymous city employee alleged that a city security guard engaged in unauthorized outside employment based on the type of security license held by the guard. There was no allegation that the outside employment impaired, or could reasonably be expected to impair, the guard’s independence of judgment or faithful performance of official duties. Because the allegation concerned licensing and departmental policy compliance rather than conflicting outside employment prohibited by the ethics code, OIG referred the complaint to department management for review. REFERRED TO DEPT/COURT & DETENTION SERVICES</p> |
| <p>On 11/24/2025, a city employee alleged that unauthorized coworkers accessed a secure evidence facility by using another employee’s access badge, in violation of departmental policy. Because the allegation concerns compliance with department security procedures and internal policy, OIG referred the complaint to department management for review. REFERRED TO DEPT/DALLAS POLICE DEPARTMENT–INTERNAL AFFAIRS DIVISION</p> |
| <p>On 9/23/2025, an anonymous individual alleged that a city employee attended work while under the influence of drugs and alcohol, potentially implicating the ethics code’s standards of behavior requiring employees to act with integrity and in a manner that merits public trust. OIG referred the complaint to department management for review.</p> |

The employee's supervisor investigated the allegation and determined that there was no evidence that the employee reported to work impaired or that the allegation was reflected in the employee's work performance or on-duty behavior. Based on the supervisor's review, the matter appeared to arise from a domestic and/or civil dispute rather than from conduct occurring in the performance of official duties. REFERRED TO DEPT/DALLAS WATER UTILITIES

On 10/8/2025, an anonymous city employee alleged that managers assigned more tasks than could be completed in one day and did not allow sufficient breaks, potentially implicating the ethics code's standards of behavior requiring city employees to act with integrity and treat others with respect and courtesy. OIG referred the complaint to department management for review. REFERRED TO DEPT/DALLAS WATER UTILITIES

On 10/11/2025, an anonymous individual alleged that a city employee operated a city vehicle while speeding and using a cell phone, potentially implicating the ethics code's standards of behavior requiring city officials and employees to act with integrity, comply with applicable laws and regulations, and consider the public perception of their actions. The complainant provided the city department displayed on the vehicle, the vehicle's city identification number, license plate, location, date, and time of the alleged conduct. OIG referred the complaint to department management for review. REFERRED TO DEPT/DALLAS WATER UTILITIES

On 11/20/2025, an anonymous individual alleged theft of water at a local residence and provided an address related to the allegation. OIG referred the complaint to department management. REFERRED TO DEPT/DALLAS WATER UTILITIES

On 10/26/2025, an individual alleged that a city fire marshal removed a fire lane in a church parking lot to allow placement of a commercial dumpster. Because the allegation concerns compliance with operational policy, OIG referred the complaint to Dallas Fire Rescue's Internal Affairs Division for review. REFERRED TO DEPT/DFR-IAD

On 9/29/2025, an individual alleged that an employee of Dallas Fire-Rescue sent derogatory and profane text messages to her and her children following the end of a dating relationship between the complainant and the city employee. The information provided indicated that the messages were sent outside the performance of the employee's official duties, and there was no evidence that the communications occurred while the employee was on duty. Because the allegation involved a Dallas Fire-Rescue employee and potentially implicated departmental policies, OIG referred the matter to Dallas Fire-Rescue's Internal Affairs Division for review. REFERRED TO DEPT/DFR-IAD

On 9/29/2025, an individual alleged that while protesting outside an Apple store regarding the company's alleged use of conflict minerals sourced from the Democratic Republic of Congo, two unknown Dallas Police officers made derogatory remarks about the protest and referred to the individual's children in an insulting manner. The alleged conduct potentially implicated the ethics code's standards of integrity, respect, and civility. OIG referred the complaint to Dallas Police Department's Internal Affairs Division for review. REFERRED TO DEPT/DPD-IAD

On 12/11/2025, a Dallas Police Department employee alleged that her job duties were reassigned after she made multiple complaints to the department's Internal Affairs Division. This is a duplicate complaint. OIG reviewed the matter and noted that the reassignment appeared intended to separate the employee from coworkers who were the subject of her previous complaints and place her with different coworkers, which could be a remedial measure. The complainant, however, disagreed with the reassignment. Because the matter involved a personnel decision and workplace management considerations rather than an alleged violation of the ethics code, OIG referred the complaint to Dallas Police Department's Internal Affairs Division for review. REFERRED TO DEPT/DPD-IAD

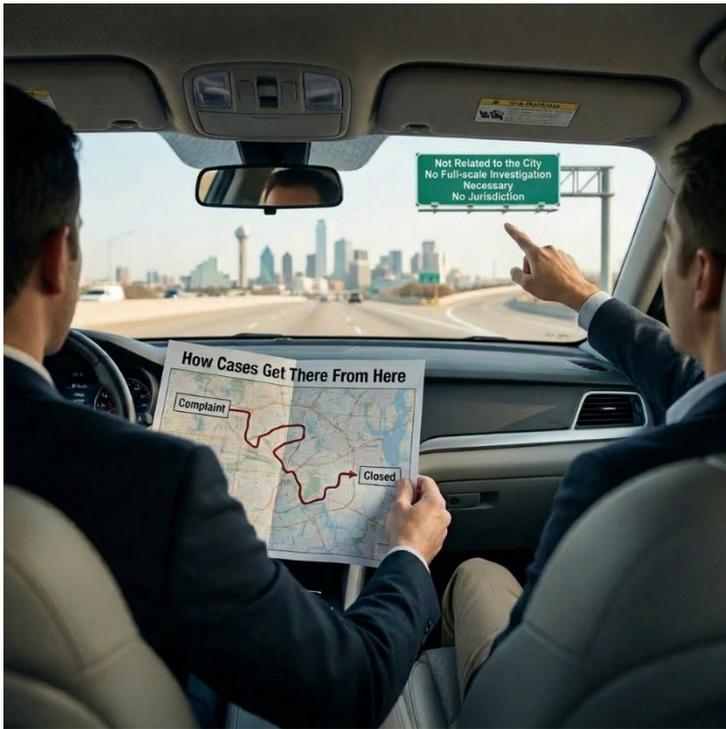
On 10/9/2025, an individual alleged that employees created a hostile work environment for another employee by spraying her plants with disinfectant, adding solution to her water container, adding soap to her lunch, and discarding her personal belongings, potentially implicating the ethics code's standards of behavior and civility. While the ethics code requires city employees to act with civility and professionalism, allegations involving workplace harassment and hostile work environment claims are addressed through established employment and personnel processes. Accordingly, OIG referred the complaint to Human Resources for review. REFERRED TO DEPT/HR

On 10/28/2025, an anonymous city employee alleged that a supervisor conducted a group prayer without acknowledging the religious beliefs of other employees present. Because the allegation raised employment policy concerns rather than a potential violation of the ethics code, OIG referred the complaint to Human Resources for review. REFERRED TO DEPT/HR

On 11/3/2025, a city employee alleged that supervisors failed to provide adequate training and expected the employee to perform tasks without proper guidance. Because the allegation concerns workplace training and supervisory practices rather than a potential violation of the ethics code, OIG referred the complaint to Human Resources for review. REFERRED TO DEPT/HR

On 11/8/2025, an anonymous city employee alleged that a medical treatment leave request was denied because of race-based discrimination. The request for medical treatment leave was associated with previously-approved leave under the Family and Medical Leave Act (FMLA). Because the allegation raised employment discrimination and leave-administration issues related to personnel, OIG referred the complaint to Human Resources for review. REFERRED TO DEPT/HR

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| <p>On 12/1/2025, a city employee disputed a letter of counseling issued by her supervisor. Because the matter involved an ongoing personnel issue and did not allege conduct that would constitute a violation of the ethics code, OIG referred the complaint to Human Resources for review. REFERRED TO DEPT/HR</p> |
| <p>On 12/12/2025, a city employee alleged that a medical treatment leave request was denied despite the employee's disclosure of a pre-existing disability. Because the allegation raised employment discrimination and leave-administration issues related to personnel matters rather than a potential violation of the ethics code, OIG referred the complaint to Human Resources for review. REFERRED TO DEPT/HR</p> |
| <p>On 12/22/2025, an anonymous city employee alleged that a supervisor discriminated against certain employees based on sexual orientation in the assignment of overtime opportunities. Because the allegation raised employment discrimination issues related to personnel matters, OIG referred the complaint to Human Resources for review. REFERRED TO DEPT/HR</p> |
| <p>On 10/7/2025, an anonymous city employee alleged that a coworker disclosed information to a customer regarding the termination of a former city employee, potentially implicating the ethics code's prohibition on the disclosure of confidential government information. OIG referred the complaint to department management for review. REFERRED TO DEPT/LIBRARY</p> |
| <p>On 10/28/2025, a city employee alleged that a supervisor applied the sick leave policy inconsistently. Because the allegation concerns internal personnel management and policy enforcement rather than a potential violation of the ethics code, OIG referred the complaint to department management for review. REFERRED TO DEPT/LIBRARY</p> |
| <p>On 10/15/2025, a city employee alleged that a supervisor disclosed the complainant's confidential medical information to a coworker, after the complainant had previously disclosed his own health information to the supervisor in support of a request for Family and Medical Leave Act (FMLA) leave. OIG referred the complaint to department management for review. REFERRED TO DEPT/PARK & RECREATION</p> |
| <p>On 10/8/2025, an anonymous city employee alleged that two coworkers did not work a full 8 hours per day because they arrived late to work and took long lunch breaks, potentially implicating the ethics code's requirement that city officials and employees fulfill their fiduciary duty to the city. OIG referred the complaint to department management for review. REFERRED TO DEPT/PARK AND RECREATION</p> |
| <p>On 10/22/2025, an anonymous individual alleged that a city vendor failed to provide financial documents required under its contract with the city. OIG referred the complaint to department management, and the department confirmed that the vendor followed the contract terms. The department also provided the financial statements that the complainant claimed had not been submitted. REFERRED TO DEPT/PARK AND RECREATION</p> |
| <p>On 11/19/2025, an anonymous city employee alleged a supervisor spoke to employees and customers in an abusive manner. OIG referred the complaint to department management for review. REFERRED TO DEPT/PLANNING & DEVELOPMENT</p> |
| <p>On 9/23/2025, an individual alleged that an unknown city employee engaged in unspecified unprofessional behavior, potentially implicating standards of civility listed in the ethics code. The complainant provided the address where the interaction occurred, and the vehicle's city identification number associated with the alleged conduct. The complaint did not include sufficient detail to determine whether the alleged conduct constituted abusive, belligerent, threatening, or otherwise prohibited behavior under the ethics code. Accordingly, after identifying the responsible department, OIG referred the matter to department management. REFERRED TO DEPT/PUBLIC WORKS</p> |



Not Related to the City, No Full-Scale Investigation Necessary, and No Jurisdiction are pathways used when a complaint can be closed after an initial review because it is outside the OIG’s scope or does not warrant a full investigation. **Not Related to the City (20 cases)** means the allegation involves a matter outside City of Dallas business, for example, a dispute between private parties. **No Full-Scale Investigation Necessary (56 cases)** means the complaint lacks essential information or describes

conduct that does not violate the Code of Ethics, for example, a submission with no names, dates, or supporting facts, or a matter outside the ethics code. **No Jurisdiction (no cases)** means the OIG lacks legal authority to investigate, or the statute of limitations has expired, for example, conduct that occurred too long ago or outside the OIG’s authority as described in the Code of Ethics.

On 9/19/2023, a resident alleged disagreement with foreclosure proceedings initiated by the city pursuant to a valid lien on the home in which the complainant resided. When the complaint was received, the matter was in litigation in district court. The city has decided not to pursue the foreclosure and therefore this complaint may be closed. **NO FULL-SCALE INVESTIGATION NECESSARY**

On 5/22/2025, an anonymous city employee alleged a city official made derogatory remarks directed at city employees during a public meeting, in violation of standards of civility listed in the ethics code. This is a duplicate complaint which is identical to a second complaint made by an anonymous city employee on the same date. This case was closed because OIG investigated the identical allegation in the subsequent complaint. **NO FULL-SCALE INVESTIGATION NECESSARY**

On 6/12/2025, a resident alleged that two city officials failed to recuse themselves from a 2025 vote awarding a city contract to a vendor who had contributed to their 2023 campaigns. The officials have no economic interest in the vendor’s business. Under the ethics code, campaign contributions are expressly exempt from the prohibition on gifts that could reasonably be perceived to influence or reward official action. Because the complaint does not allege facts that would constitute an ethics violation, and none are otherwise apparent, it fails to state a valid claim under the ethics code. **NO FULL-SCALE INVESTIGATION NECESSARY**

On 9/19/2025, an individual alleged that an unknown person stole her phone and installed a virus on it while on the fifth floor of an unidentified building in the city. The complaint did not include sufficient identifying information regarding the alleged perpetrator, the location, or the circumstances of the incident to permit a preliminary investigation or refer the matter to law enforcement. OIG requested additional information from the complainant but did not receive a response. **NO FULL-SCALE INVESTIGATION NECESSARY**

On 9/22/2025, an anonymous city employee alleged that a city official emailed department employees asking them to vote for the official in an upcoming election for a city savings plan board. Under the ethics code, restrictions on political

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| activity apply to elections for public office or political campaigns. The election at issue is an internal board election for a city employee savings plan and does not constitute a political election subject to those provisions. Because the complaint does not allege facts that would constitute an ethics violation, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 9/24/2025, a former city employee who did not successfully complete her initial six-month probationary period requested justification for her separation from city employment. OIG determined that probationary employment decisions are personnel matters handled by city management and do not, by themselves, constitute violations of the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 9/24/2025, an anonymous city employee expressed disagreement with the outcome of a grievance the employee filed more than one year ago. Human Resources conducted an investigation at the time and interviewed the employee regarding the grievance. The complainant remained dissatisfied with the outcome. This complaint does not allege a violation of the ethics code, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/3/2025, an anonymous individual alleged that a city official spit on another city official outside a city building after both had attended a public meeting, potentially implicating the standards of behavior and civility required by the ethics code. The review determined that neither official organized the meeting or was listed as a featured speaker, and their attendance was not in the performance of official duties. As a result, they were attending as private citizens, and the alleged conduct did not fall within the scope of the applicable ethics rules. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/14/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/15/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/15/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/15/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/16/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/17/2025, an anonymous individual alleged unsanitary food storage at a local grocery store. The OIG instructed the complainant to contact 311 regarding the allegation because the matter did not involve a potential ethics code violation. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/21/2025, an individual alleged that a city employee committed deed fraud in 2004. The complainant reported having filed a lawsuit against the city employee most recently in 2024 regarding this issue, yet the city employee prevailed in the lawsuit, and the decision is currently under appeal by the complainant. The matter was determined to be a private civil dispute that did not involve the city employee's performance of official duties. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/21/2025, an individual alleged that a city official worked as a political consultant for a city council member while simultaneously serving on a city board or commission. The ethics code prohibits city officials from engaging in outside employment that could reasonably be expected to impair independence of judgment or the faithful performance of official duties, or from personally providing compensated services to a person or organization requesting action from the official's department. The complaint did not identify any conduct that would constitute a violation of these prohibitions, and none was found upon review. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/21/2025, an individual alleged that a city official worked as a political consultant for a city council member while simultaneously serving on a city board or commission. The ethics code prohibits city officials from engaging in outside employment that could reasonably be expected to impair independence of judgment or the faithful performance of official duties, or from personally providing compensated services to a person or organization requesting action from the official's department. The complaint did not identify any conduct that would constitute a violation of these prohibitions, and none was found upon review. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/22/2025, an anonymous individual alleged that a city employee concurrently serves in an unpaid role as an appointed board member on a city board. Under the ethics code, a conflict arises only where outside employment could reasonably be expected to impair an employee's independence of judgment or performance of city duties. This is a duplicate complaint that OIG previously investigated and unsubstantiated. After a previous investigation, OIG determined that the employee did not perform board-related work on city time because he took leave each time the board met. |

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| Further, the city board on which the employee serves does not make decisions affecting the employee's department. OIG determined a reinvestigation is not necessary. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/23/2025, an individual disagreed with a library employee who allowed her to use the library computer while restricting her ability to check out books. This complaint does not allege a violation of the ethics code, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/23/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/23/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/23/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/28/2025, a city employee disputed the denial of her request for an equity adjustment, which was based on budget constraints. Because the complaint challenges a personnel and compensation decision and does not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/30/2025, a resident alleged that a city official failed to respond to his request for an update regarding the city's plans for an unoccupied city building. Because the complaint concerns a lack of communication and does not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/30/2025, a resident alleged that a city official who is also a developer violated conflict-of-interest provisions by voting, as a member of a city body, to reduce park land dedication fees assessed on local developers. Under the ethics code, a conflict of interest arises when an official has a substantial interest in a property or business that is before the board or commission. Because the action of the city body was not specifically related to a business or property substantially owned by the respondent, but rather applied equally to all developers, the complaint fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 10/31/2025, an anonymous employee alleged that a colleague violated the ethics code's nepotism provisions by performing onboarding tasks for a relative. Under the ethics code, nepotism prohibitions apply to appointing, employing, supervising, or taking action to influence the appointment or employment of a relative. The complaint does not allege that the respondent participated in the hiring decision or exercised authority over the relative's appointment or employment. Further, the respondent will not supervise the relative. Because the alleged conduct does not meet the elements of a nepotism violation, and none are otherwise apparent, the complaint fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 11/2/2025, a resident's relative alleged that a code enforcement officer unfairly issued a citation after being provided documentation showing the property owner had recently been hospitalized and further stated that the violation had since been abated. Because the complaint challenges enforcement discretion and does not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 11/4/2025, a city employee challenged a personnel determination that resulted in his termination and is currently pursuing a civil service appeal. This complaint is duplicative of a prior complaint from the same complainant that was previously referred by the OIG to Human Resources. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 11/6/2025, a former temporary city employee objected to how the Texas Workforce Commission classified her employment and termination from the city following a short-term assignment. Because the matter concerns a dispute between the former employee and the Texas Workforce Commission and does not allege conduct by city personnel that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 11/6/2025, an individual objected to a letter from a city official requesting that a resident refrain from impersonating a coalition that had been formed by a former city official and later disbanded. Under the ethics code, a city official may act to prevent individuals from representing themselves as acting on behalf of a city body or coalition that no longer exists or is no longer authorized. Because the complaint does not allege conduct that would constitute a violation of the ethics code, and none is otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |
| On 11/7/2025, an anonymous city employee alleged that a coworker contacted another coworker to ask whether a third coworker was present in the office. Because the complaint does not allege conduct that would constitute a violation of the ethics code, and none is otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY |

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| <p>On 11/7/2025, Office of Inspector General staff submitted a test complaint within the case reporting system to assess follow-up and communication capabilities between the Office and complainants. Because the entry was administrative in nature and did not allege misconduct or a potential violation of the ethics code, no investigative action was required. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/7/2025, a city employee alleged that he was unable to work due to a medical condition and disputed the city policy requiring him to use paid leave for related absences. The employee also filed a grievance with Human Resources regarding the matter. Because the complaint concerns leave policy and an ongoing personnel grievance and does not allege conduct that would constitute a violation of the ethics code, and none is otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>A resident submitted a complaint alleging that a city official acted discourteously toward a speaker during a public meeting, by posing an irrelevant question and interrupting the speaker with a confrontational remark. The conduct described does not constitute a violation of the ethics code, and none could be identified. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/11/2025, an anonymous individual alleged that a city vehicle was observed outside the city limits on a city holiday. Because the complaint does not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/13/2025, a resident inquired about a notice of violation issued by city code enforcement. The resident was directed to contact 311 for assistance. Because the complaint did not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/14/2025, an anonymous individual alleged multiple violations of federal criminal law related to conspiracy against rights and deprivation of rights under color of law in connection with child custody matters. Because the complaint does not allege conduct that would constitute a violation of the ethics code and instead raised allegations of criminal conduct outside the OIG's jurisdiction, the individual was directed to contact appropriate law enforcement authorities. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/14/2025, an anonymous individual alleged that a city official hired an individual who was not qualified for the position, but did not provide any factual details explaining how the individual lacked the required qualifications. Because the complaint challenges a personnel hiring decision and does not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/24/2025, a former resident stated that she broke her lease with permission from a local apartment complex due to alleged unaddressed code violations and subsequently received debt collection notices related to unpaid rent. The alleged code violations occurred more than one year prior to the complaint. Because the complaint involves a private landlord-tenant dispute and the alleged code violations fall outside the OIG's one-year statute of limitations, the complaint does not allege conduct that would constitute a violation of the ethics code, and none are otherwise apparent. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/26/2026, an anonymous city employee alleged that two coworkers were involved in conflicting outside employment with another municipality. This is a duplicate complaint. The companion case was referred to Dallas Police Department's Public Integrity Unit. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 11/28/2025, an anonymous individual alleged that a city employee conducted personal business while on duty and later contacted the OIG to fully recant the allegation. Because the allegation was withdrawn and no evidence remained to support a potential violation of the ethics code, no further investigative action was warranted. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/4/2025, an anonymous individual submitted a complaint containing allegations against named persons that were unintelligible and nonsensical, including claims of illegal surveillance, physical effects allegedly caused by structures beneath an apartment, denial of access keys, and organized crime. The submission did not present a coherent allegation, identify conduct attributable to City of Dallas personnel, or describe facts capable of review or investigation. Because the complaint lacks sufficient clarity to identify an alleged act, city actor, or potential violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim within the OIG's jurisdiction. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/4/2025, an anonymous city employee alleged that a coworker contacted another coworker to ask whether a third coworker was present in the office. This is a duplicate complaint. Because the complaint does not allege conduct that would constitute a violation of the ethics code, and none is otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/5/2025, a Dallas Police Department employee alleged that she had not received a response to a complaint she submitted to the department's Internal Affairs Division. Because the complaint concerns the status of an internal grievance and does not allege conduct that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |

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| <p>On 12/6/2025, a member of the Dallas Police Department alleged that a coworker entered the complainant's office, the complainant reported this to the department's Division of Internal Affairs, and was dissatisfied with the response time from the Division of Internal Affairs. Because the complaint concerns the status of an internal grievance and does not allege conduct that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/6/2025, a city employee alleged that unauthorized coworkers accessed a secure evidence facility by using another employee's access badge, in violation of departmental policy. The complainant also stated that she previously reported the incident to the Dallas Police Department's Internal Affairs Division and had not yet received a response. Because the allegation involved a potential policy violation that had already been referred to and was within the purview of appropriate departmental management, OIG determined that no further action was warranted. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/6/2025, a Dallas Police Department employee reported that her duties were reassigned and that she began reporting to a different supervisor after filing multiple complaints with the department's Internal Affairs Division. Because the complaint challenges a personnel management decision and does not allege conduct that would constitute a violation of the ethics code, and none are otherwise apparent, OIG determined that no further action was warranted. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/7/2025, a resident alleged that city staff requested assistance from security to escort him from a city building. The resident is involved in an ongoing dispute with the city regarding easements and right-of-way issues related to a pedestrian improvement construction project and reported that he contacted the Dallas Police Department regarding the incident. Because the complaint concerns a security response and an ongoing dispute with the city and does not allege conduct that would constitute a violation of the ethics code, and none are otherwise apparent, the complaint fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/9/2025, a defendant involved in a foreclosure lawsuit with the city alleged that the lawsuit was improper but did not explain why the city's lien was invalid. OIG conducted a preliminary review and determined that the city's lien was valid and that the lawsuit remained pending. OIG also determined that the complainant may not fully understand the facts of the lawsuit, rendering the allegation unsupported. Under the ethics code, OIG may not commence or continue an investigation involving alleged conduct that is the subject of pending litigation. Because the complaint does not allege facts that would constitute a violation of the ethics code, and the matter is currently in litigation, no further action was taken. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/10/2025, a resident alleged that code inspectors unfairly issued citations for trash on his property based on disagreement with the sale price at which the property is currently listed. Because the complaint challenges enforcement actions and does not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/11/2025, a city employee alleged that an assistant city attorney accepted service of process without the employee's express consent. OIG conducted a preliminary review and determined that the employee was sued in her personal capacity based on the performance of her official duties in a zoning matter that is currently being litigated by the city. The review further determined that the employee had previously provided written consent authorizing the assistant city attorney to accept service on the employee's behalf in the same lawsuit. Because the complaint does not allege conduct that would constitute a violation of the ethics code, and none are otherwise apparent, no further action was warranted. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/14/2025, an anonymous city employee initiated a complaint alleging unspecified inappropriate behavior by unknown individuals, but disconnected the call before the intake process was completed. Because OIG was unable to obtain sufficient information to identify an alleged act, actor, or potential violation of the ethics code, no further action was warranted. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/14/2025, an individual alleged that he applied for multiple city positions but was not hired despite being disabled and a veteran. Because the complaint challenges hiring decisions and does not allege facts that would constitute a violation of the ethics code, and none are otherwise apparent, it fails to state a valid claim under the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/15/2025, an anonymous city employee alleged that a coworker asked another coworker to perform an unspecified task related to an unspecified political issue. The allegation lacked sufficient detail to identify the conduct at issue or assess whether it implicated the ethics code. The complainant did not respond to requests for additional information. Because the complaint did not allege conduct that would constitute a violation of the ethics code, and none are otherwise apparent, no further action was warranted. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 12/17/2025, a member of the public alleged that two city employees are married to each other, potentially implicating nepotism restrictions. OIG conducted a preliminary review and determined that neither employee supervises the other. Under the ethics code and applicable personnel rules, prohibitions apply to appointing, employing, influencing the employment of, or supervising a relative. Because the facts do not establish supervision, appointment, or influence over employment, and none are otherwise apparent, the alleged conduct does not constitute a violation of the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |

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| <p>On 12/17/2025, a member of the public alleged that two city employees are married to each other, potentially implicating nepotism restrictions. This is a duplicate complaint. OIG conducted a preliminary review and determined that neither employee supervises the other. Under the ethics code and applicable personnel rules, prohibitions apply to appointing, employing, influencing the employment of, or supervising a relative. Because the facts do not establish supervision, appointment, or influence over employment, and none are otherwise apparent, the alleged conduct does not constitute a violation of the ethics code. NO FULL-SCALE INVESTIGATION NECESSARY</p> |
| <p>On 9/29/2025, an anonymous individual expressed disagreement with a rule at Klyde Warren Park prohibiting the movement of tables and chairs from their designated locations. Klyde Warren Park is privately operated and managed by the Woodall Rodgers Park Foundation. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 10/2/2025, a resident reported she was the victim of a scam in which she believed she was signing a contract for a new roof but later discovered the document was a fraudulent deed transfer. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. OIG directed the complainant to contact law enforcement to report the incident. NOT RELATED TO THE CITY</p> |
| <p>On 10/3/2025, an anonymous employee of the Dallas Arboretum and Botanical Society expressed disagreement with job performance infractions issued by a supervisor. The Dallas Arboretum and Botanical Society is a nonprofit organization that employs its own staff and manages the day-to-day operations of the Dallas Arboretum and Botanical Garden. The complaint did not involve the City of Dallas or City personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 10/9/2025, an individual alleged she was the victim of identity theft in 2023, when an unknown person used the complainant's identity to rent an apartment. The complaint did not involve the City of Dallas or City personnel and therefore fell outside the OIG's jurisdiction. OIG directed the complainant to contact law enforcement to report the incident. NOT RELATED TO THE CITY</p> |
| <p>On 10/12/2025, an individual alleged a local business owner stole money from her. The complaint did not involve the City of Dallas or City personnel and therefore fell outside the OIG's jurisdiction. OIG instructed the complainant to contact law enforcement to report the offense. NOT RELATED TO THE CITY</p> |
| <p>On 10/17/2025, a resident alleged that he was a victim of identity theft. The complaint did not involve the City of Dallas or city personnel, and therefore fell outside the OIG's jurisdiction. OIG directed the complainant to contact law enforcement to report the incident. NOT RELATED TO THE CITY</p> |
| <p>On 10/18/2025, a resident alleged that he was a victim of identity theft. This is a duplicate complaint. The complaint did not involve the City of Dallas or city personnel, and therefore fell outside the OIG's jurisdiction. OIG directed the complainant to contact law enforcement to report the incident. NOT RELATED TO THE CITY</p> |
| <p>On 10/20/2025, an apartment property manager in San Marcos, Texas alleged that a Dallas County employee improperly invoked his position as a Dallas County employee in a discussion regarding an apartment lease in San Marcos, Texas. The complaint did not involve the City of Dallas or city personnel, and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 10/24/2025, a resident disputed a charge received assessed by his Homeowners Association related to a maintenance repair to his condominium. The complaint did not involve the City of Dallas or City personnel, and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 10/26/2025, a resident reported an incident in which she felt unsafe after being approached by two unknown individuals and threatened to call 911, at which point the individuals retreated. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 11/3/2025, an individual alleged he was assaulted by a security guard who is employed by a private company. The complaint did not involve the City of Dallas or city personnel, and therefore fell outside the OIG's jurisdiction. The individual was directed to contact law enforcement. NOT RELATED TO THE CITY</p> |
| <p>On 11/8/2025, an anonymous individual alleged that unknown persons engaged in unspecified actions described in technical terms related to constructing cyberattacks and exploiting vulnerabilities, in the city of Addison. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 11/12/2025, an individual alleged that a Dallas County Justice of the Peace Judge failed to timely rule on motions submitted by the individual. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 11/17/2025, an anonymous individual alleged that he or she was placed on suspension by a supervisor at a local skilled nursing facility. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 11/20/2025, an anonymous individual alleged bullying and harassment by supervisors at a local hospital. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |

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| <p>On 12/2/2025, an individual alleged that a member of the University Park Police Department wrongfully arrested her. The complaint did not involve the City of Dallas or city personnel and therefore fell outside the OIG's jurisdiction. NOT RELATED TO THE CITY</p> |
| <p>On 12/3/2025, an individual alleged that her children received medical treatment without her consent. The complainant reported that she had already notified law enforcement regarding the matter. Because the complaint did not involve the City of Dallas or city personnel and therefore fell outside OIG's jurisdiction, no further action was taken. NOT RELATED TO THE CITY</p> |
| <p>On 12/4/2025, an individual alleged that her mother's health condition was not properly monitored while residing at a local assisted living facility. The complainant was directed to report the allegation to the Texas Health and Human Services Commission. Because the complaint did not involve the City of Dallas or city personnel and therefore fell outside OIG's jurisdiction, no further action was taken. NOT RELATED TO THE CITY</p> |
| <p>On 12/11/2025, an individual alleged an apartment management company engaged in false advertising regarding a local apartment. Because the complaint did not involve the City of Dallas or city personnel and therefore fell outside OIG's jurisdiction, no further action was taken. NOT RELATED TO THE CITY</p> |
| <p>On 12/13/2025, an individual alleged that a local business displayed a sign concerning Iran, yet did not provide a description of the sign. Because the complaint did not involve the City of Dallas or city personnel and therefore fell outside the Office's jurisdiction, no further action was taken. NOT RELATED TO THE CITY</p> |

ADDENDUM

| MEASURE | DATA |
|---|-------------|
| NEW COMPLAINTS: | 116 |
| Source(s) of those complaints: Hotline/Web | 18 |
| Source(s) of those complaints: Hotline/Phone | 96 |
| Source(s) of those complaints: LEPCT | 2 |
| Source(s) of those complaints: OIG Initiated | 0 |
| Source(s) of those complaints: Other | 0 |
| Total New Complaints Received | 116 |
| CLOSED COMPLAINTS: | |
| Substantiated | 0 |
| Total Reviews Completed and Closed | 0 |
| Unsubstantiated | 2 |
| Unfounded | 0 |
| Not Related to The City | 20 |
| No Full-Scale Investigation Necessary | 56 |
| Referred To Department/LEO | 33 |
| Total Complaints Closed | 111 |
| Total Full-Scale Investigations Completed and Closed | 2 |
| CURRENT IN-PROGRESS CASES (as of December 31, 2026) | 56 |
| EAC HEARING DISPOSITIONS | |
| Settlement(s) reached with OIG | 0 |
| Number of Ethics Hearings | 0 |
| Number of Respondents Prosecuted | 0 |
| Substantiated Ethics Charge(s) | 0 |
| Unsubstantiated Ethics Charge(s) | 0 |
| INTEGRITY OFFICER PROGRAM/CHIEF INTEGRITY OFFICER | |
| Number of OIG Trainings Offered | 32 |
| Number of Employees/City Officials participating in Training by OIG | 1496 |

CONTACT US



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OFFICE OF INSPECTOR GENERAL REPORT

1st Quarter FY 2026



Baron Eliason (I)