

March 27, 2024

**WHEREAS**, on December 13, 2023, the Inspector General filed a sworn complaint with the City Secretary's Office against Alandrea Gormer, former employee, Sanitation Department, alleging that Alandrea Gormer violated certain sections of Dallas City Code Chapter 12A ("Code of Ethics"); and

**WHEREAS**, on February 22, 2024, a panel of the Ethics Advisory Commission ("Panel") convened for an evidentiary hearing on the matter; and

**WHEREAS**, at the conclusion of the February 22, 2024 evidentiary hearing, the Panel determined that Ms. Gormer violated Section 12A-3 (Fiduciary Duty): "A city official and employee, in the performance of his or her official duties, shall fulfill his or her fiduciary duty to the city"; Section 12A-4(a)(1) (Standard of Behavior): "City officials and employees shall, when acting in the performance of their official duties... conduct themselves and operate with integrity and in a manner that merits the trust and support of the public"; Section 12A-4(a)(5) (Standard of Behavior): "City officials and employees shall, when acting in the performance of their official duties...take no actions that could benefit the official, or his or her relative, to the detriment of the city, avoiding even the appearance of a conflict of interest, and to always exercise good judgment"; and Section 12A-4(a)(6) (Standard of Behavior): "City officials and 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"; and

**WHEREAS**, the Panel has recommended the following sanctions: resolution of censure and referral for damages; and

**WHEREAS**, this matter has been forwarded to the City Council for appropriate action in accordance with Dallas City Code Sections 12A-58(f) and 12A-59(e).

**Now, Therefore,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

**SECTION 1.** That the Ethics Advisory Commission Panel's written decision concerning the complaint against Alandrea Gormer which is attached to and made a part of this resolution, is hereby accepted.

**SECTION 2.** That Alandrea Gormer is hereby issued, through this resolution, a resolution of censure and referral for damages for violating Dallas City Code Sections 12A-3, 12A-4(a)(1), 12A-4(a)(5), and 12A-4(a)(6).

**SECTION 3.** That this matter is referred to the City Attorney for an action to recover damages to the City.

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**SECTION 4.** That this resolution will take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.