

Where is City Credit/Purchase card amount for construction materials over all years of this overtime practice?

Where is reimbursement amount if employee paid project materials?

Where are the remodel or construction plans for work done?

Were these plans submitted to planning?

Did the police officer doing the remodeling and construction work have a permit and/or city certification for work done?

How long has this type of overtime for services (not related to an employee's classified position) been practiced?

Where were the funds for this construction budgeted?

Did the City Manager inform the Council that the Department Director requested this remodeling in any budget year?

Did a remodeling or construction request in previous year get denied? Or get approved and funded in an adopted budgeted recommended by the City Manager?

Do paying time and one half overtime for 15 ½ hours work comply with Department of Labor wage and hour division rules?

Was these overtime hours funded by Grants from outside funding that specified where the funding was to be spent? If so, there must be a review of grants from which money was used to pay the officer's overtime.

What are the written rules on overtime earnings for the City and/or Police Dept.?

Were the hours not actually worked as a Detective but in reality converted to equate to the value of construction labor cost?

Why was this remodeling and/or construction not issued for a competitive bid?

Is the Council aware of the Meritorious Service Award the offer was granted with an attached long list of public and private remodel projects?

Who authorized the 4 ½ month Jackson County Drug Task Force project at or about the year 2018 and did the County pay for any part of the project?

Who authorized remodels on private property at Independence Center and Fairmount Action Center at or about 2018? And did either private entity pay for any part of the remodeling?

Was Charter Article 5 at Section 5.3 Conflict of Interest violated?

Do the City Charter and Personnel rules allow a classified employee to work completely outside their job description?

Do the City Charter and Personnel rules allow a classified Police Detective to work in what is typically a public works department classification?

Is there documentation of the Personnel or Finance Director raising a question about this

clearly suspect overtime happening over a long period of time?

Did management review the detective's entire case load and work hours to determine how much of the paid work hours were actually investigative work or construction/remodeling labor?

Was the city making contributions to LAGERS toward the officer's retirement account for these overtime hours? If so, does paying an employee's contribution for working two different classifications conflict with the retirement system rules or violate statutes pertaining. Does the method in question of increasing the officers pay constitute prohibited inflation of pay to improperly rise the final averaging for retirement?

Who is charged with oversight on paying for services? See City Charter Section 3.26 (7):

(7) Certify all payrolls for persons in the classified service; and no payment for personal service to any person in the classified service of the city shall be made unless the payroll bears the certification of the personnel director or his/her authorized agent that the persons mentioned therein have been appointed in accordance with the provisions of this article;

The City Charter appears to have segregation in authority to disperse public funds for payroll. The whole process must be audited to follow the oversight efforts to determine who or what office failed to identify an employee was being paid up to 15 ½ hours overtime while working completely outside the Personnel Director established and City Council adopted Job Classifications. See City Charter Section 3.26 (4) and Section 3.34 (7):

Section 3.26 (4) Prepare and recommend to the city manager a plan classifying all positions in the classified service on the basis of their respective duties, authority, and responsibility, and such changes therein from time to time as may be deemed desirable; and install and maintain the classification plan after it is adopted in the manner provided by the personnel rules.

Section 3.34 (7) Audit and approve before payment all bills, invoices, payrolls, and other evidences of claims, demands and charges against the city government; and determine the regularity, legality, and correctness of such claims, demands, and changes.

Did the City Council ever adopt this recently revealed overtime practice as a personnel policy?

Scope should include a review of all e-mails and memorandum between Police, City Manager office, Finance, Personnel and all assistants and clerks regarding the overtime payment for construction/remodeling work.

Also there should be a review of all forms submitted by the Police Dept. to pay the overtime to the subject officer and others to create a timeline of when this started, who did what with the overtime request submitted by PD.

What was the role, if any, of the Charter mandated City Management Auditor Section 2.11 in reviewing the overtime practices in the City?