Internal Audit Department

MAYOR
Oscar Leeser

CITY COUNCIL

District 1
Brian Kennedy

District 2
Dr. Josh Acevedo

District 3
Cassandra Hernandez

District 4
Joe Molinar

District 5
Isabel Salcido

District 6
Art Fierro

District 7
Henry Rivera

District 8
Chris Canales

INTERIM CITY MANAGER
Cary Westin

July 29, 2024

Representative Brian Kennedy
Chairman
Financial Oversight & Audit Committee
City of El Paso, Texas
300 N. Campbell
El Paso, Texas 79901

Dear Representative Kennedy,

Enclosed please find a listing of the City of El Paso's Anonymous Employee Hotline Calls received during the 3rd Quarter of FY 2023-2024.

During the 3rd Quarter, we received 7 calls or emails. All 7 of the Hotline Calls or emails have been reviewed and closed. We have included the actual Hotline Calls and email for your review.

If you have any questions or comments, please feel free to contact me.

Sincerely,

Edmundo S. Calderón, CIA, CGAP, CRMA, MBA
Chief Internal Auditor
City of El Paso

Edmundo S. Calderon, CIA, CGAP, CRMA – Chief Internal Auditor
Internal Audit Department | 218 N. Campbell | El Paso, TX 79901
O: (915) 212-0069 | D: (915) 212-1365 | Email: calderones@elpasotexas.gov

City of El Paso
Internal Audit Department
City of El Paso Employee Hotline
Listing of Calls Received During 3rd Quarter of FY2024

Employee Hotline Log - 3rd Quarter								
#	Location/Dept	Incident No.	Report Date	Report Type	Date Closed	Open/Closed	Incident Description	Comments
1	Zoo	Case 1157874	3/2/2024	Misconduct/ Inappropriate Behavior	3/4/2024	**CLOSED**	Caller, name declined, reports favoritism at the El Paso Zoo grounds department and adds that an employee is being excluded from meetings and group outings. The caller adds that the employee does not speak up over fear of retaliation.	The Chief Internal Auditor (CIA) reviewed the complaint and explained to the caller that these allegations cannot be made anonymously. The CIA recommended the employee contact Human Resources (HR) to voice their concern.
2	Police Department	Case 1162782	3/7/2024	Misconduct/ Inappropriate Behavior	3/7/2024	**CLOSED**	Caller, name declined, alleges that a male supervisor is bullying certain employees along with having a relationship with one of the female employee. The caller adds that the supervisor is showing favoritism to the employee, helping her progress in the department and no one does anything about it.	The Chief Internal Auditor (CIA) reviewed the complaint and explained to the caller that these allegations cannot be made anonymously. The CIA recommended the employee contact Human Resources (HR) to voice their concern.
3	Environmental Services	Email	3/18/2024	Other	N/A	**CLOSED**	Employee emailed IAD asking for clarification on the difference between sexual harassment and harassment on behalf on someone else.	The Internal Audit Department responded to the employee and instructed them to contact the Human Resources Department to discuss their situation.
4	El Paso Water Utilities	Case 1224639	5/8/2024	Misconduct/ Inappropriate Behavior	5/8/2024	**CLOSED**	Caller, name declined, reported that a employee was sharing documents with other employees and embracing with another employee. Caller adds that Yesell dresses inappropriately.	The Chief Internal Auditor (CIA) reviewed the complaint and forwarded it to the El Paso Water Utilities Human Resources (HR) Department. The CIA recommended EPWU HR with any additional information or concerns.
5	Parks and Recreation	Case 1226574	5/10/2024	Discrimination	5/13/2024	**CLOSED**	Caller, name declined, reported that she is experiencing a hostile work environment. She is a lifeguard and states that other lifeguards do not cover her work when she needs to pump and feels uncomfortable.	The Chief Internal Auditor (CIA) reviewed the complaint and explained to the caller that these allegations cannot be made anonymously. The CIA recommended the employee contact Human Resources (HR) to voice their concern.
6	El Paso Water Utilities	Case 1231954	5/15/2024	Misconduct/ Inappropriate Behavior	5/20/2024	**CLOSED**	Caller, name declined, reported that another employee is creating an uncomfortable work environment by wearing tight clothing and not following the dress code.	The Chief Internal Auditor (CIA) reviewed the complaint and forwarded it to the El Paso Water Utilities Human Resources (HR) Department. The CIA recommended EPWU HR with any additional information or concerns.
7	Public Health	Case 1239957	5/24/2024	Misconduct/ Inappropriate Behavior	5/30/2024	**CLOSED**	Caller, name declined, reported that another employee was being loud in the office causing distractions and impacting other employees.	The Chief Internal Auditor (CIA) reviewed the complaint and explained to the caller that this does not meet the criteria for an Internal Audit investigation. The CIA recommended the employee contact Human Resources (HR) or Health Department Management to voice their concern.