



CITY OF DETROIT
WATER SEWERAGE DEPARTMENT
FRAUD HOTLINE REPORTS

as of September 30, 2019

	DATE OF REPORT	TYPE OF CONCERN (Basic Category per Hotline Form)	ABBREVIATED DETAILS	FOLLOW-UP CONDUCTED
1	5/21/2019	Other	Unfair pay practices; lack of opportunities	HR rolling out on transparent merit plans, career pathing for Customer Service Specialists
2	5/21/2019	Other	Discipline for attendance is inconsistent	HR plans to manage attendance discipline and has been waiting on the UltiPro Team to run a report for Attendance Reporting.
3	6/18/2019	Harassment, violence or retaliation	Complaint about supervisor	No action required.
4	6/27/2019	Discrimination	Racism	Litigation pending.
5	6/28/2019	Discrimination	Complaint from Contractor	Management confirmed termination was justified.
6	7/12/2019	Human Resource Matters	FMLA Papers	Prior HR personnel did not properly explain FMLA process to employee. New HR employee hired to help refine the process and work with employees requiring FMLA applications.
7	7/15/2019	Violation of the law/company policy	Nepotism	HR Director investigated and confirmed there is no familial relationship between employees named.
8	7/15/2019	Embezzlement or misappropriation of assets	Cash found in a desk drawer - not in a teller drawer.	Security and Integrity Unit is investigating this complaint.
9	7/16/2019	Ethics violations or misconduct	Complaints about a Customer Service team leader ruining employee morale; favoritism for friends.	Generally, HR and CS management are addressing discipline for attendance, career pathing and training opportunities.
10	7/17/2019	Violation of the law or company policy	Reporting relationship	HR investigated and confirmed employee is not supervising a family member.
11	8/14/2019	Human Resource Matters	Process concerns	Employee misunderstanding about the purpose of Transfer forms.
12	8/29/2019	Internal Control Problems	Job Posting. Employee awarded position before others had a chance to interview	The job is posted and interviews are being conducted.
13	9/5/2019	Harassment, violence or retaliation	Human Resources Department is in violation of Federal laws/abuse of power	DOT Random Drug Testing will resume in a few weeks. Employees being held accountable for Safety-related discipline are disgruntled.
14	9/9/2019	Other	Personnel in HR discussing employees in public area	HR Director counseled staff regarding confidentiality
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