

**2025 4<sup>th</sup> Quarter &  
End of the Year Report**  
**Kamau C. Marable, MA., CIG, CFE**  
**Inspector General**  
**January 28, 2026**



## Message from the Inspector General



Happy New Year to all. I hope and pray that you and yours have a blessed and healthy 2026. This report serves as both the 4th-quarter and year-end report for our office. The report is an opportunity to look back and reflect on the year that was for our office. I will also take a moment in this message to preview our plans for 2026.

This is my first full year serving as Inspector General and it's been every bit the challenge I knew it would be. However, I didn't choose to lead this office because it would be easy; I chose to carry out the mission of the Office of Inspector General by ensuring honesty and integrity in city government and contracting. I remind myself in those challenging moments that all of this comes with the responsibility of fulfilling that mission.

We spent significant time refining our internal policies and workflows to improve efficiency and align with the governing standards from the Association of Inspector Generals' Green Book. These changes will assist us in preparing and passing our first ever Peer Review scheduled for later this year. I hope and believe we will pass our peer review, but I am confident the changes we have implemented will make us a better operating office of inspector general.

We continued to prioritize staff training last year because we are committed to continuous learning and professional development. We attended training with both the Association of Inspectors General and the Association of Certified Fraud Examiners, gaining valuable insights into our craft. Members of my staff obtained 3 new AIG certifications. Additionally, we held mid-year and year-end office training retreats, focusing on areas for improvement specific to our Office. As in any endeavor, you must invest time and effort to hone the skills in the areas where you want to succeed.

I will let the stats contained later in this report speak for themselves. However, I want to note the increase in complaints we received in 2025. We closed out the year with 440 new complaints, far outpacing those received in recent years. I attribute the upswing to our increased outreach efforts, both in the community and on social media. We endeavor to maintain, and hopefully exceed, the same level of engagement and continue to increase the number of complaints.

Finally, as always, I thank my dynamic team of professionals, without whom none of the success of this office would be possible. We look forward to another year serving the citizens of this great City of ours.



## Introduction

Prior to filing for bankruptcy in 2013, the City of Detroit suffered another negative historic moment in 2008. At the request of the Detroit City Council, then Governor Jennifer Granholm presided over a forfeiture hearing of then Mayor Kwame Kilpatrick, who was criminally charged with public corruption and eventually sentenced to a lengthy prison term.

Shortly thereafter, the 2009 Charter Commission was created to review and recommend certain revisions to the Charter. The people of the City of Detroit later adopted the Commission's recommendations on November 8, 2011, to ensure such negative history does not repeat itself. The 2012 Detroit City Charter therefore contains lessons learned in 2008 and the prior years.

More specifically, the 2012 Charter of the City of Detroit created the Office of Inspector General (OIG); and provided the OIG with independent authority "to ensure honesty and integrity in City government."

Although the creation of the OIG appears to make the Inspector General (IG) omnipotent over all branches of City government and contractors, its powers are limited under the Charter.

Specifically, Section 7.5-305 of the Charter limits the jurisdiction of the IG to "the conduct of any Public Servant and City agency, program or official act, contractors and subcontractors . . . business entities . . . and persons" seeking certification or who are participating in "any city programs."

Section 7.5-306 of the Charter further restricts the power and the authority of the IG to "investigate. . . in order to detect and prevent waste, abuse, fraud and corruption," and to report such matters and/or recommend certain actions be taken in accordance with Sections 7.5-308 and 311.

To conduct such investigation, Section 7.5-307 of the Charter provides the IG with the power to subpoena witnesses and evidence; to administer oaths and take testimony of individuals; to enter and inspect premises; and to enforce the same.

The Charter further requires that every public servant, contractor, subcontractor, licensee, applicant for certification to cooperate in the IG's investigation, as failure to do so would subject that person "to forfeiture of office, discipline, debarment or any other applicable penalty." See, Section 7.5-310.

To encourage individuals to report "waste, abuse, fraud and corruption," Section 7.5-313 requires all investigative files to be confidential except where production is required by law; and Section 7.5-315 prohibits retaliation against any persons who participate in the IG's investigation.

In keeping with due process, Section 7.5-311 of the Charter requires that when issuing a report or making recommendations "that criticizes an official act," the affected party be allowed "a reasonable opportunity to be heard at a hearing with the aid of counsel."

Since all governmental bodies must be held accountable in their role, the Charter requires that the IG issue quarterly reports to the City Council and the Mayor, which shall be made public and published on the City's website. See, Section 7.5-306.

The Detroit Office of Inspector General is a proud and active member of the Association of Inspectors General (AIG). The Association is a professional organization for offices dedicated to government accountability and oversight. The Detroit Office of Inspector General was founded on the model principals of the Association, and the OIG staff participated in AIG training and received their certification in their area of discipline.



# 2025 EVENT HIGHLIGHTS





## 4<sup>TH</sup> QUARTER HIGHLIGHTS



## 2025 HIGHLIGHTS





## Complaint Resolution Process

All complaints submitted to the OIG, regardless of the method, are given a complaint number and assigned to an OIG staff member for further review. Based on initial review of the complaint, the Inspector General may:

- 1) Close the complaint and open an investigative file with a new file number.
- 2) Have an OIG employee follow-up with the complainant to obtain additional information pertaining to the complaint; or
- 3) Close the complaint without opening an investigation.

If the Inspector General elects to close the complaint without opening an investigation, one or more of the following actions will be taken:

- 1) The OIG will send a letter or an email to the complainant, or call the complainant, stating that we have decided not to investigate your complaint or that we are closing the complaint.
- 2) Refer the complaint to another department, agency, or legal entity, such as the City's Ombudsman's Office, Detroit Police Department, City of Detroit Buildings, Safety Engineering, and Environmental Department, Wayne County Sheriff or Prosecutor's Office, FBI, Michigan Department of Health and Human Services, or a legal aid office; or
- 3) The OIG will close the complaint without notifying the complainant. This usually occurs when the complainant has not left contact information or if the OIG does not believe it is appropriate to contact the complainant<sup>1</sup>.

Based on the OIG's historical data, most of the complaints received by the OIG do not result in an investigation. However, every complaint is carefully reviewed before the complaint is closed without additional action or referred to another agency. For more information on how complaints are resolved, please visit [www.detroitmi.gov/inspectorgeneral](http://www.detroitmi.gov/inspectorgeneral).

---

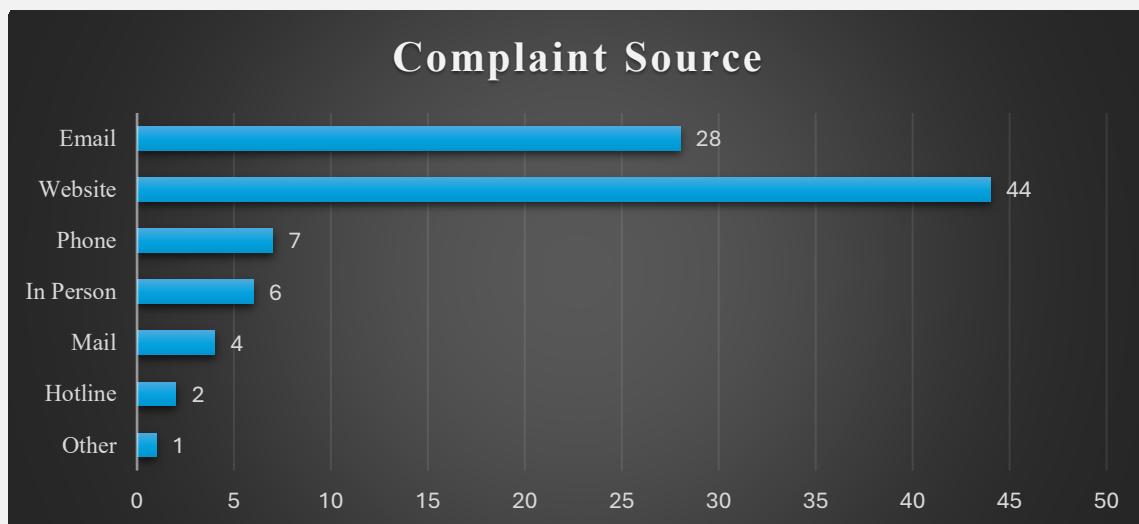
<sup>1</sup> For example, on occasion, two complainants with competing interests will file separate complaints with the OIG. If the OIG has a reasonable suspicion that criminal charges may result from a law enforcement investigation, the OIG will not notify either complainant before referring the case and closing it.



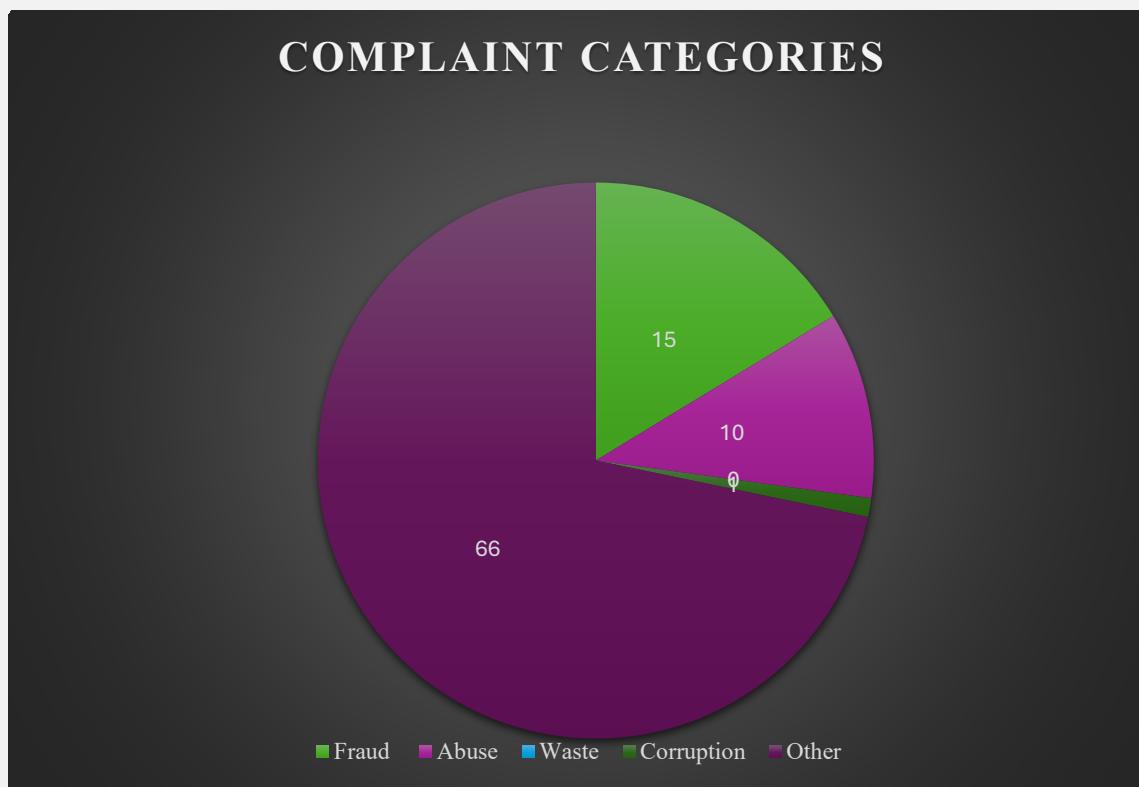
## 2025 4<sup>th</sup> QUARTER COMPLAINT STATISTICS

(October 1, 2025-December 31, 2025)

### Sources of the 92 Complaints Received by the OIG in the 4<sup>th</sup> Quarter

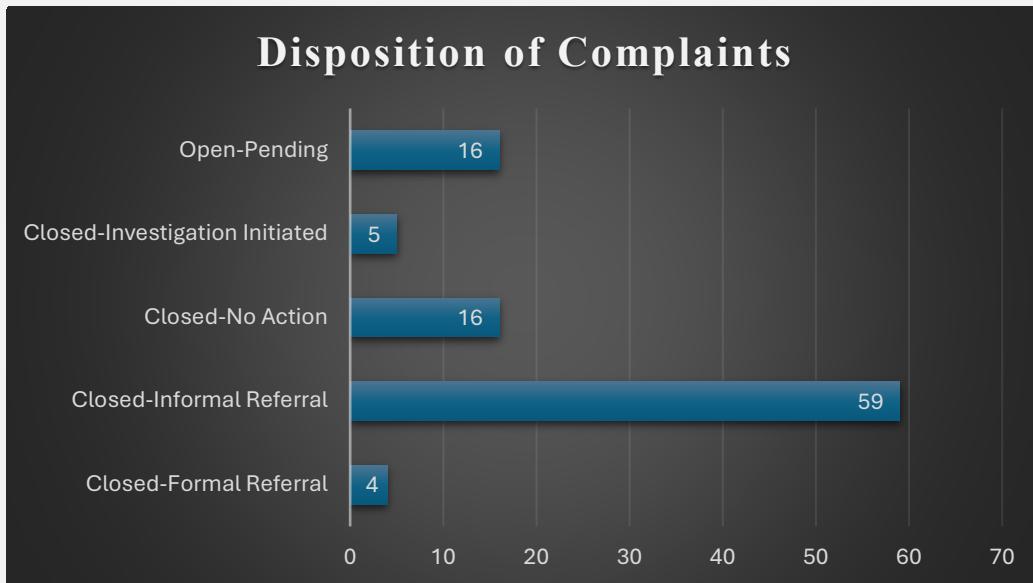


### Categories of the 92 Complaints Received by the OIG in the 4<sup>th</sup> Quarter





## Resolution of the 92 Complaints Received by the OIG in the 4<sup>th</sup> Quarter



The statistics above show the OIG actively worked on 100 complaints this quarter, including 8 complaints that were pending from the prior quarter. By the end of the quarter, 5 of the 100 complaints were resolved by opening a new investigation. The OIG also resolved 63 of the 100 complaints through either a formal or informal referral. The OIG declined to investigate or take other action on 16 of the 100 complaints. As of December 31, 2025, the OIG still had 16 complaints pending.



## 2025 YEAR END COMPLAINT STATISTICS

(January 1, 2025-December 31, 2025)

Complaint Source	Number Received in 2025
Internet (Website)	158
Hotline	7
Telephone	89
Mail	12
Personal Visit	15
Email	155
OIG Initiation	0
Other	4
<b>Total</b>	<b>440</b>

Categories of Complaints	Number Received in 2025
Waste	3
Abuse	48
Fraud	69
Corruption	9
Other	311
<b>Total</b>	<b>440</b>

Complaints Pending Prior to 2025	13
Complaints Received During 2025	440
<b>Total</b>	<b>453</b>

Disposition of Complaints	
Open Investigative Files	26
Open Audit Files	0
Pending	16
Referral	319
Decline Investigation (No Action)	92
<b>Total</b>	<b>453</b>

The statistics above show the OIG actively worked on 453 complaints throughout 2025. By the end of the year, 345 complaints were resolved by either opening a new investigation or referring the matter to the appropriate agency for investigation. The OIG declined to investigate 92 of the 453 complaints. As of December 31, 2025, the OIG still had 16 complaints pending.



## OIG Investigative Process

The OIG may initiate an investigation based on information received in the complaint or on its own initiative.

An investigation is initiated when an Investigative File is opened, and an auditor(s) and/or investigator(s) is/are assigned to the file.

An investigation would generally involve one or more of the following:

- 1) Interview of complainant(s) and/or witness(es).
- 2) Acquisition of evidence and/or documents and review of the same; and
- 3) Analyses of the evidence and/or documents reviewed, including forensic audit or review.

An OIG investigation may result in findings by the OIG which substantiate the complainant's allegation of waste, abuse, fraud or corruption in the City's operation or personnel or that of its contractors and/or subcontractors.

In some instances, although the complainant's allegations do not equate to waste, abuse, fraud, or corruption, during the investigation of the allegations, the OIG may find other evidence of waste, abuse, fraud, or corruption that was not contained in the initial complaint. In such instances, the OIG may initiate an investigation on its own initiative.

Likewise, if the investigation reveals that criminal activity may be involved, pursuant to Section 7.5-308 of the 2012 Charter of the City of Detroit (the Charter), the Inspector General is required to "promptly refer the matter to the appropriate prosecuting authorities."

Pursuant to Section 7.5-311(1) of the Charter, "no report or recommendation that criticizes an official act shall be announced until every agency or person affected [by the report or recommendation] is allowed a reasonable opportunity to be heard at a hearing with the aid of counsel." Therefore, when our draft findings are critical, we send a copy of our draft findings, either as a draft memorandum or as a draft report to the affected parties. Thereafter, pursuant to the OIG's Administrative Hearing Rules (Hearing Rules), the parties have 14 calendar days to either provide a written response and/or seek an administrative hearing. Reports and memorandums are not finalized until the Administrative Hearing process has concluded. For additional information on this process, please visit our website at [www.detroitmi.gov/inspectorgeneral](http://www.detroitmi.gov/inspectorgeneral).

The OIG summarizes the findings of the investigation in the OIG's final memorandum. At times, the OIG can elect to issue a formal final report instead of an internal memorandum. All formal final reports have been and will continue to be published on-line. In addition, from time to time, we exercise our discretion to publish some of our internal memoranda through the City and the OIG's website at: [www.detroitmi.gov/inspectorgeneral](http://www.detroitmi.gov/inspectorgeneral). For more information on what type of reports and memorandums are published, please visit our website. You can also find copies of previously posted reports and memorandums.



## 2025 4<sup>th</sup> QUARTER INVESTIGATION STATISTICS

(October 1, 2025-December 31, 2025)

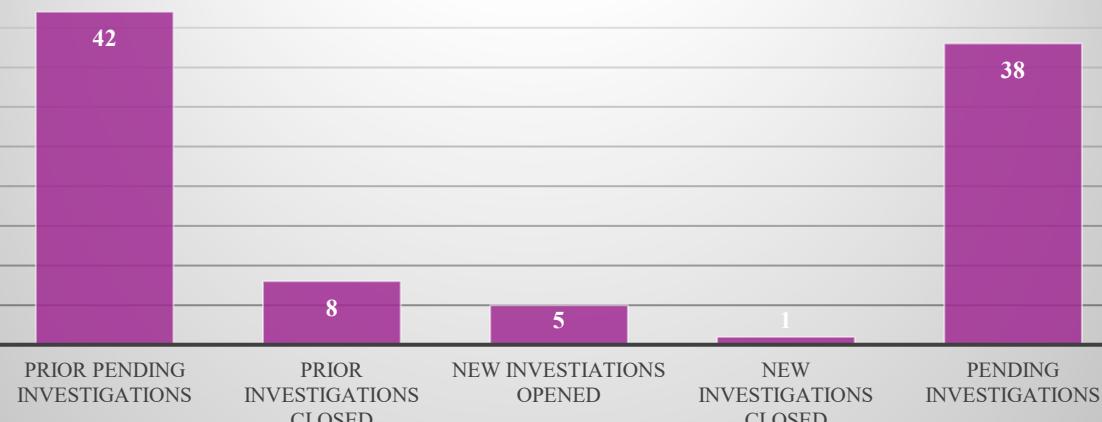
### Categories of OIG Investigations Initiated by the OIG in the 4<sup>th</sup> Quarter

#### INVESTIGATIONS INITIATED



### Status of OIG Investigations in the 4<sup>th</sup> Quarter

#### INVESTIGATION STATUS



The statistics above show the OIG had 47 active investigations during the quarter. By the end of the quarter, 9 of the 47 investigations were closed. As of December 31, 2025, the OIG still had 38 investigations pending.



## **Summary of Investigations Closed in the 4<sup>th</sup> Quarter of 2025**

### **22-0016-INV**

The OIG initiated an investigation into a Detroit Fire Department (DFD) employee following a complaint of time fraud, with evidence suggesting questionable submissions dating back to 2018. The OIG found discrepancies between the employee's time records and their key card swipes at the Detroit Public Safety Headquarters, leading the OIG to refer the potential criminal matter to the Internal Affairs Division of the Detroit Police Department (DPD). The DPD investigation concluded the DFD employee fraudulently overstated their work hours by 150 hours. However, criminal referral was not successful. The OIG recommended administrative action, including discipline for the DFD employees for time fraud and against the employee's direct supervisors for neglecting their responsibilities that enabled the submission of fraudulent time.

For the full report, click on the link below.

<https://detroitmi.gov/document/oig-investigation-no-22-0016-inv>

For DFD's response, click on the link below.

[https://docs.google.com/document/d/1j4-DGJ3HN61LyI6ZU4x9PWMVDfU7MWh-/edit?usp=drive\\_link&ouid=115472050598795172608&rtpof=true&sd=true](https://docs.google.com/document/d/1j4-DGJ3HN61LyI6ZU4x9PWMVDfU7MWh-/edit?usp=drive_link&ouid=115472050598795172608&rtpof=true&sd=true)

### **24-0036-INV**

The OIG investigated a complaint regarding potential fraud, abuse and waste by leaders in the Office of the Chief Financial Officer (OCFO)/Grants Management Office (GMO). The complainant alleged that leadership within those offices knowingly employed insufficient procedures that did not satisfy grant reimbursement requirements and wasted City of Detroit resources. Additionally, the complainant alleged that OCFO/GMO leadership pressured staff to donate money for gifts for managers within the departments. Further, the complainant alleged that certain accounting practices employed by the OCFO/GMO are not in line with generally accepted accounting principles (GAAP) and may not comply with the rules governing grant management.

The OIG could not substantiate the complainant's allegations and therefore did not find that any employees had engaged in fraud, abuse, or waste as alleged. Allegations regarding compliance with GAAP that do not involve potential fraud, abuse, waste, or corruption fall outside of the OIG's jurisdiction. Therefore, we are referring to the Office of Auditor General those allegations for its consideration and review.



## **24-0038-INV**

The OIG investigated a complaint that alleged an OCFO employee abused her position by instructing City employees to meet with Wayne County employees in furtherance of their employment contract with Wayne County. The complaint also alleged that the meetings were held during City work hours, and that the employee personally benefited from using City employees to facilitate her outside work.

The investigation revealed that the employee arranged and conducted meetings between City and Wayne County employees during City work hours. The investigation also revealed that the meetings were related to the employees' duties as a contractor for Wayne County, and that the employee remained clocked-in with the City while performing these tasks. Further, the employee personally benefited from her use of City employees and resources to facilitate her outside employment contract.

Based on the information and evidence reviewed, the OIG found that the employee abused their position and did not properly account for work hours spent arranging and conducting meetings on Wayne County's behalf. Based on the OIG's findings, we recommended discipline for the employee for improper use of City service hours, employees, and resources, in accordance with the City's disciplinary action policies.

For the full report, click on the link below.

<https://detroitmi.gov/document/oig-investigation-no-24-0038-inv>

## **25-0007-INV**

The OIG received a complaint from a former General Services Department (GSD) employee alleging that GSD did not terminate the employment of a former GSD Assistant Director after the employee physically assaulted another GSD employee. Instead, GSD reassigned the employee to the Construction and Demolition Department (CDD).

Based on a preponderance of the evidence, the OIG found that:

- GSD did not abuse their authority by failing to terminate the former GSD Assistant Director's employment because the employee was terminated based on the terms of the Violence in the Workplace Executive Order, and
- CDD did not abuse its authority by hiring the former GSD Assistant Director because it followed the terms outlined in the employee's non-union grievance process and Last Chance Agreement (LCA).

The OIG recommended that:



- The Human Resources Department (HR) should keep all employee records organized in a central, secure location making it easier to manage, access, and protect sensitive employee information.
- HR should develop a formal or informal Ineligible for Rehire List, in addition to using the LCA, to further reinforce accountability standards and protect its employees.

### **25-0013-INV**

The OIG received a complaint regarding misconduct and abuse of authority by several Detroit Department of Transportation (DDOT) employees. Based on a preponderance of the evidence, the OIG found that:

- An employee and a supervisor engaged in an undisclosed romantic relationship, with the lack of disclosure being a violation of Executive Order 2012-1.
- Their actions contributed to service disruptions and a waste of City resources.
- DDOT's management imposed lenient discipline (a minor suspension) despite classifying the offenses of the employee and supervisor as Class IV, inconsistent with DDOT's Employee Handbook, which mandates a 30-day suspension pending discharge.

Based on these findings, the OIG recommended:

- Discipline for all parties involved.
- Systemic changes for DDOT, including consistently enforcing fraternization policies, requiring investigations utilizing all available evidence, and establishing greater oversight to ensure that disciplinary actions are proportionate to the offense and consistent with all policies.

For the full report, click on the link below.

<https://detroitmi.gov/document/oig-investigation-no-25-0013-inv>

For DDOT's response, click on the link below.

[https://drive.google.com/file/d/1G9LwwFItTJs\\_x-ym34VIeW6sp-SjyW9I/view?usp=sharing](https://drive.google.com/file/d/1G9LwwFItTJs_x-ym34VIeW6sp-SjyW9I/view?usp=sharing)

### **25-0015-INV**

The OIG received an anonymous complaint was filed with the OIG alleging that an employee and supervisor were involved in an inappropriate intimate relationship. The complaint alleged this relationship led to favoritism and the misuse of government resources for a private business and personal profit. The OIG was unable to confirm the existence of a personal relationship between the employees. Furthermore, the OIG found the business in question did not appear to be operational, did not find evidence that the supervisor was a partner in the business and did not



find evidence of the government resources being used for personal profit. The OIG was unable to substantiate the allegations of the complaint.

While conducting the investigation, the OIG discovered that Human Resources did not have a form for employees to disclose personal relationships as required by Executive Order No. 2012-1. The OIG recommended that the City of Detroit Law Department create or recreate the disclosure form required by the Executive Order and provide the disclosure form to Human Resources. The Human Resources Department should then use the form as intended to identify relationships that have the potential for, or the appearance of, conflicts of interest, favoritism, nepotism, sexual harassment and other concerns spelled out in the Executive Order.

#### **25-0019-INV**

The OIG received a complaint from a former Office of Contracting and Procurement (OCP) employee alleging that she was denied a position, with the position instead being offered to someone who had less experience and lacked the relevant background. After the complainant learned that she did not get the position, she contacted Human Resources (HR) requesting feedback on her interview. The complainant stated that she did not receive the requested feedback information from HR.

The OIG received a second complaint from another OCP employee alleging that she also applied for the position and despite her qualifications and experience, the promotion was awarded to 2 individuals with less experience, both of whom have noticeably close personal relationships with a member of OCP leadership.

The OIG reviewed the evaluation scores for all three members of the panel. The OIG found that the scores for the OCP employee accused of favoritism were mostly in agreement with the other interviewers. Additionally, the OIG found that HR's response to the complainant's request for feedback was not inconsistent with Civil Service Rules, since it was not viewed as a request for her interview scores. When the complainant later requested her evaluation scoring and interview questions, it was beyond the time allowed under the Civil Service Rules. Although the second complainant did specifically request feedback on the interview and her evaluation scoring, the OIG found that her request was submitted after the deadline permitted by the Civil Service Rules.

Based on a preponderance of the evidence, the OIG finds that the OCP employee did not abuse their authority in the interview and scoring process for the position. In addition, the HR employee did not abuse their authority by not providing the complainants with scoring feedback from their interviews.

The OIG recommends that when a candidate requests feedback on their interview, HR should clarify whether it is a formal request for evaluation scores or feedback from the interview for improvement and provide all feedback in writing.



## 25-0021-INV

The OIG received a complaint from the former City of Detroit Ombudsman. The Ombudsman alleged that a City employee abused their position as an employee of a City Councilmember to improperly access information regarding the case management tracking system used by the Ombudsman's office. The Ombudsman further alleged that the City employee presented himself as a part of the incoming Ombudsman team, despite not yet having been interviewed for the position or having been offered the appointment.

Based on a preponderance of the evidence, the OIG found that:

- the City employee provided false information to a City vendor, and;
- abused their position by using his title to improperly access information.

The OIG recommended that the employee receive appropriate disciplinary action for abusing his position and misrepresenting himself as part of the incoming Ombudsman team.

For the full report, click on the link below.

<https://detroitmi.gov/document/oig-investigation-no-25-0021-inv>

For the response from Councilmember Waters, click on the link below.

[https://drive.google.com/file/d/10OjrxgmK2jCNgBxzmBzdXihPYLLMCSrH/view?usp=drive\\_link](https://drive.google.com/file/d/10OjrxgmK2jCNgBxzmBzdXihPYLLMCSrH/view?usp=drive_link)

## 25-0026-INV

The OIG investigated allegations of an alleged ghost employee in the Office of the Ombudsman. The complainant stated the alleged employee requested payroll payments without performing any work and without being seen in the office. The investigation revealed that the employee was a legitimate member of the Office of the Ombudsman, with primary job duties that included site visits and fieldwork at the direction of the previous Ombudsman administration. The OIG conducted multiple interviews and reviewed numerous photographs and documents related to the work completed by the employee. Therefore, the OIG found that the employee did not engage in time fraud while they were employed by the office, and that no current or former Ombudsman staff abused their authority by allowing the employee to collect payroll payments without performing any work. The investigation was closed with no recommendations.



## 2025 YEAR-END INVESTIGATION STATISTICS

**(January 1, 2025-December 31, 2025)**

### Categories of OIG Investigations Initiated in 2025:

Categories of Investigations	Number Initiated
Abuse	10
Fraud	13
Waste	1
Corruption	1
Other	1
<b>Total</b>	<b>26</b>

### Status of OIG Investigations in 2025:

Investigations Pending Prior to 2025	Investigations Opened in 2025	Investigations Closed in 2025	Investigations Pending as of December 31, 2025
39	26	27	38

The statistics above show that the OIG had 65 active investigations from January 1, 2025-December 31, 2025. The OIG closed 27 investigations in 2025, with 14 of the closed investigations initiated in prior years and 13 of the investigations initiated in 2025. As noted above, the OIG still had 38 investigations pending as of December 31, 2025.



## OIG Audit Process

The OIG's Forensic Auditors are specially trained to investigate programs, practices, and financial transactions to obtain evidence of fraud, abuse, waste, and corruption in City of Detroit government. The Forensic Auditors use this expertise to identify fraud risks, detect the misappropriation of City assets and make recommendations to prevent future incidents. In addition, OIG Forensic Auditors review various programs, policies, and procedures to determine whether they are sufficient to detect and prevent fraud, abuse, waste, and corruption. The OIG may initiate an audit based on information received in the complaint or based on an assessment of risk.

An audit generally involves performing one or more of the following:

- 1) A preliminary survey to gather background information and identify audit objectives.
- 2) A risk assessment to identify areas of concern.
- 3) Interviews department staff and leadership.
- 4) Review of requested documents.
- 5) Analytical procedures for detailed testing.

An OIG audit may result in findings that identify actual incidents, or actions that increase the risk of waste, abuse, fraud, or corruption in the City's operations. If the audit reveals that criminal activity may be involved, pursuant to Section 7.5-308 of the 2012 Charter of the City of Detroit (the Charter), the Inspector General is required to "promptly refer the matter to the appropriate prosecuting authorities." An audit can also result in an OIG investigation.

A report is drafted at the end of each audit that includes any conditions that increase the risk of fraud, abuse, waste, and corruption as well as recommendations to mitigate the conditions identified during the audit. Pursuant to Section 7.5-311(1) of the Charter, "no report or recommendation that criticizes an official act shall be announced until every agency or person affected [by the report or recommendation] is allowed a reasonable opportunity to be heard at a hearing with the aid of counsel." Therefore, when our draft findings are critical, we send a copy of our draft findings, either as a draft memorandum or as a draft report to the affected parties. Thereafter, pursuant to the OIG's Administrative Hearing Rules (Hearing Rules), the parties have 14 calendar days to either provide a written response and/or seek an administrative hearing. Reports are not finalized until the Administrative Hearing process has concluded. For additional information on this process, or to see copies of our audit reports, please visit our website at [www.detroitmi.gov/inspectorgeneral](http://www.detroitmi.gov/inspectorgeneral).

*\*The OIG did not work on any audits during the 4<sup>th</sup> Quarter of 2025.*



## OIG'S OPEN RECOMMENDATIONS MADE TO CITY DEPARTMENTS AND AGENCIES

### Status Report as of December 31, 2025

Color	Status	Definition
Green	Closed	The department acknowledged receipt of our recommendations and of their intention to implement our recommendations, either fully or partially
Orange	Closed	The department acknowledged receipt of our recommendations but informed us they will not implement the recommendations
Yellow	Open	The recommendations are new and a response from the department has not been received yet
Red	Open	The department has either not responded to our recommendations, or has not provided a substantial update on their intent regarding the recommendations

Case Number	Public Servant, Department, Board or Agency	Date	Status
22-0016-INV	DFD	11/20/2025	Closed

*Recommendation:* Discipline for the DFD employee for overstating his work hours and for the supervisors for approving the employee's time submissions without thorough review or proper documentation.

*Response:* DFD demoted the DFD employee who overstated his hours and that one of the supervisors was disciplined for his lack of attention to detail with the timekeeping. However, DFD disagreed with the OIG's recommendation for discipline for the other named supervisor in the report. DFD stated that a new payroll manager has been hired and that role performs biweekly payroll audits. DFD has also made changes to their overtime approval process and manual time submissions to create better safeguards for the department.



Case Number	Public Servant, Department, Board or Agency	Date	Status
23-0008-INV	OCFO/ODFS/Payroll	7/2/2024	Open

*Recommendation:* Develop policies and procedures that require job codes to be checked against the department's approved budget to ensure that Payroll only processes payments to legitimate employees with job codes that match the budgeted positions that are properly approved.

*Response:* On September 16, 2025, the OIG followed up with OCFO/ODFS/Payroll departments. The OIG has not received a substantive response from the OCFO/ODFS/Payroll departments regarding the OIG's recommendations.

Case Number	Public Servant, Department, Board or Agency	Date	Status
23-0008-INV	OCFO/ODFS	7/2/2024	Open

*Recommendation:* Develop a policy and process that requires formal escalation of the budget issues flagged by OCFO/ODFS when the department or agency repeatedly fails to address the flagged issue and requires any budget issues flagged to be addressed before the start of the new fiscal year.

*Response:* On September 16, 2025, the OIG followed up with OCFO/ODFS/Payroll departments. The OIG has not received a substantive response from the OCFO/ODFS/Payroll departments regarding the OIG's recommendations.

Case Number	Public Servant, Department, Board or Agency	Date	Status
23-0008-INV	OIG	7/2/2024	Closed

*Recommendation:* The OIG should audit the BOPC's personnel processes to ensure all positions filled within the BOPC, including the OCI, are compliant with the Charter and City HR Rules.

*Response:* OIG management reviewed the request and determined that an inspection would be the appropriate next step instead of a compliance audit. The request will be added to the work plan for the forensic auditors but has not yet been completed.



Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0038-INV	Office of the Chief Financial Officer	11/7/2025	Open

*Recommendation:* The OIG recommended discipline for an OCFO employee for improper use of City work hours and equipment. The OIG recommended reviewing and executing a new Outside Employment Form related to their outside employment, as the form executed in April 2024 expired at the start of the new fiscal year.

*Response:* As of December 15, 2025, OCFO has not responded to the OIG's recommendations.

Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0007-INV	Human Resources	12/8/2025	Open

*Recommendation:* The Human Resources Department should keep all employee records organized in a central, secure location making it easier to manage, access, and protect sensitive employee information. HR should develop a formal or informal Ineligible for Rehire List, in addition to using the last chance agreement, to further reinforce accountability standards and protect its employees.

*Response:* Not yet due.

Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0009-INV	Human Resources	9/4/2025	Closed

*Recommendation:* The Human Resources Department should review and update its policies and procedures regarding background checks conducted during the hiring process. HR should train those responsible for conducting background checks on the updated policies and procedures.

*Response:* On October 1, 2025, HR followed up with the OIG by sending a policy outlining the process they have put in place for all background checks for the Fire Department hirings.



Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0012-INV	Board of Ethics	8/21/2025	Open

*Recommendation:* BOE should conduct refresher training for all employees during election years. This will ensure employees are aware of the restrictions on do not engage in campaign activities during work hours or while on city property.

*Response:* Due to an administrative oversight, the recommendation was not shared with BOE until recently. A response is not yet due for this recommendation.

Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0013-INV	DDOT	12/22/2025	Closed

*Recommendation:* Appropriate discipline for the employees involved in line with the discipline outlined in DDOT's handbook; Consistent enforcement of DDOT policies, including those involving fraternization and discipline; Retraining employees involved in disciplinary investigations to ensure a thorough and complete review prior to imposing discipline; Discipline for the supervisors of the employees for failing to impose appropriate discipline.

*Response:* DDOT acknowledged that the initial discipline issued to the employees was not proper, however, stated it could not reissue discipline to correct a prior error. However, the findings of the OIG report that were not the subject of prior discipline will be investigated and, if applicable, disciplined in accordance with contract language and due process requirements.

DDOT also redistributed the policy regarding fraternization to DDOT supervisors, with a requirement that they acknowledge the receipt and their understanding of the policy as well as annual reminders of the policy requirements. DDOT is currently finalizing updated procedures for disciplinary investigations, including a formal checklist, to ensure all evidence is reviewed and infractions are properly classified prior to discipline being issued. DDOT has also increased oversight, implementing a policy that discipline below the level recommended in the handbook be approved by the DDOT Executive Director. Finally, DDOT initiated disciplinary proceedings against the supervisors for their failure to impose appropriate discipline on the employees.



Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0015-INV	HR	12/18/2025	Closed

*Recommendation:* HR should create a disclosure form to comply with Executive Order No. 2012-1 and consistently enforce the policy regarding employee fraternization.

*Response:* HR will partner with the Law Department to review Executive Order No. 2012-1 and ensure that the disclosure form is comprehensive, legally sufficient, and aligned with its intent.

Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0019-INV	HR	11/17/2025	Open

*Recommendation:* When a candidate requests feedback on their interview, HR should clarify whether it is a formal request for evaluation scores or feedback from the interview for improvement and provide all feedback in writing.

*Response:* Not yet due.

Case Number	Public Servant, Department, Board or Agency	Date	Status
25-0021-INV	City Council	10/27/2025	Closed

*Recommendation:* The City Council employee should receive appropriate disciplinary action for abusing his position and misrepresentation.

*Response:* On November 12, 2025, the employee was terminated.



## Office of the Inspector General Organizational Structure: 4<sup>th</sup> Quarter of 2025

Between October 1, 2025, and December 31, 2025, the City of Detroit Office of the Inspector General consisted of the following individuals:

**Kamau Marable, M.A., CIG, CFE, Inspector General**

**Jennifer Bentley, Esq., CIG, CIGI, Deputy Inspector General**

**Beverly L. Murray, CFE, CIGA, CIGI, OIG Manager Investigations and Audits**

**Tiye Greene, Esq., CIGI, CIGC, OIG Attorney**

**Kelechi Akinbosede, Esq., CIGI, OIG Investigator**

**April Page, M.A., CIGI, OIG Investigator**

**David Armstrong, MBA, OIG Forensic Auditor**

**Lakita Phoeson, CFE, OIG Forensic Auditor**

**Srinivas Gampa, OIG Information Analyst**

**Kasha Graves, Executive Administrative Assistant II**

**Kaniya Foster, Executive Administrative Assistant I**



## OIG Contact Information

**Via Internet:**

[www.detroitmi.gov/inspectorgeneral](http://www.detroitmi.gov/inspectorgeneral)

*(The website is on a secure server, which allows individuals to provide information on a secure electronic report form 24 hours a day, 7 days a week.)*

**Via Telephone Hotline:** 313-964-TIPS (8477)

**Via OIG Telephone Line:** 313-628-2517

**Via Mail:**  
City of Detroit Office of Inspector General  
615 Griswold, Suite 1230  
Detroit, Michigan 48226

**Via Email:** [reachoig@detoig.org](mailto:reachoig@detoig.org)

**Via Social Media:**

Facebook:

Instagram:

Twitter:

LinkedIn:

Please use social media to stay connected to the OIG but ***social media should not be used to file complaints*** with our office. You can use any of the other methods listed above to file a complaint. You can also visit the OIG at the address above to file a complaint in person.